THE SURVEY

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The Gist of It

THE White House Conference on Child Health and Protection kept 1200 devoted committeemen and women at work for a year, called 3000 people to Washington to discuss their findings, and then—brought forth a mouse. That, at any rate, was the opinion of some observers who did none of the hard preliminary work and thus could take a fine detached view of the fluttering sheets of mimeographed "findings" about "waifs and orphans" distributed to a great convention hall full of people at the final session. But out of the three days' sessions came some illuminating give and take about relationships in the twilight zone between the three professions which are primarily concerned with child welfare—medicine, teaching, social work. For a thoughtful and illuminating account of the situation and the discussions, The Survey and its readers are under deep obligation to J. PRENTICE MURPHY, an outstanding personality in the children's field and a man of broad experience as executive secretary of the Children's Bureau and the Seybert Institute of Philadelphia and, earlier, of the Boston Children's Aid Society. Page 311.

EDITH TERRY BREMER, Mrs. Harry M. on occasions, is the executive of the Department of Immigration and Foreign Communities of the National Board of the Y.W.C.A., which is headquarters for all the International Institute work. She is a National Conference addict and is more often than not on the program. Page 316.

WHEN he was at the University of Chicago, FREDERIC M. THRASHER made a study of 1313 gangs which resulted not only in a notable book, The Gang, but in front-page space in the Chicago newspapers. For some time now he has been associate professor of education at New York University and director of the University's Boys' Club Study, which is being financed by the Bureau of Social Hygiene to the tidy sum of $36,000. In odd moments he is secretary of the American Friends of Turkey and he spends his summers organizing playgrounds for Turkish children and showing them how to use them. It is against this background that he reviews the notable report of the Sub-Commission on Causes of the New York State Crime Commission. Page 317.

THE double cruelty of employing immature children to their hurt while millions of adults beg for work is the text of COURTENAY DINWIDDIE, new executive of the National Child Labor Committee on page 319.

IT is a staggering thought that registered nurses are unemployed in such number that plans for offering them relief and free lodgings have been discussed. Besides suffering from the general depression, nurses have peculiar professional reasons for being idle in numbers and, hopefully enough, they know what the reasons are and have plans for overcoming them. An illuminating discussion by JANET M. GEISTER, R.N., of the American Nurses' Association. Page 320.

HORACE B. DAVIS, who, as an Amherst fellow studied at first-hand the results of social legislation on the lives of German and French wage-earners and the lack of it on the lives of Pittsburgh steel workers, is now associated with the Federated Press, with headquarters in New York City. Page 322.

DOUGLAS P. FALCONER, of Buffalo, speaks on page 336 for the individual social agency in a discussion of Who Shall Decide Personnel Policies? His article is a reply to one by Raymond Clapp in the October Midmonthly. JOHN A. FITCH, chairman of the Committee on Personnel Practices of the American Association of Social Workers, also takes issue with Mr. Clapp (page 344). It was the report of Mr. Fitch's committee that started the discussion in The Survey.

"DON'T elect board members just because they have imposing names," argues EDWIN S. BURDELL. "Pick them for their understanding of the work and their ability and readiness to be of real service." Mr. Burdell is on the faculty of the Department of Sociology, Ohio State University, is chairman of his Red Cross Chapter and consulting sociologist of the Mayor's Committee on the Stabilization of Industry of Columbus, Ohio. Page 337.

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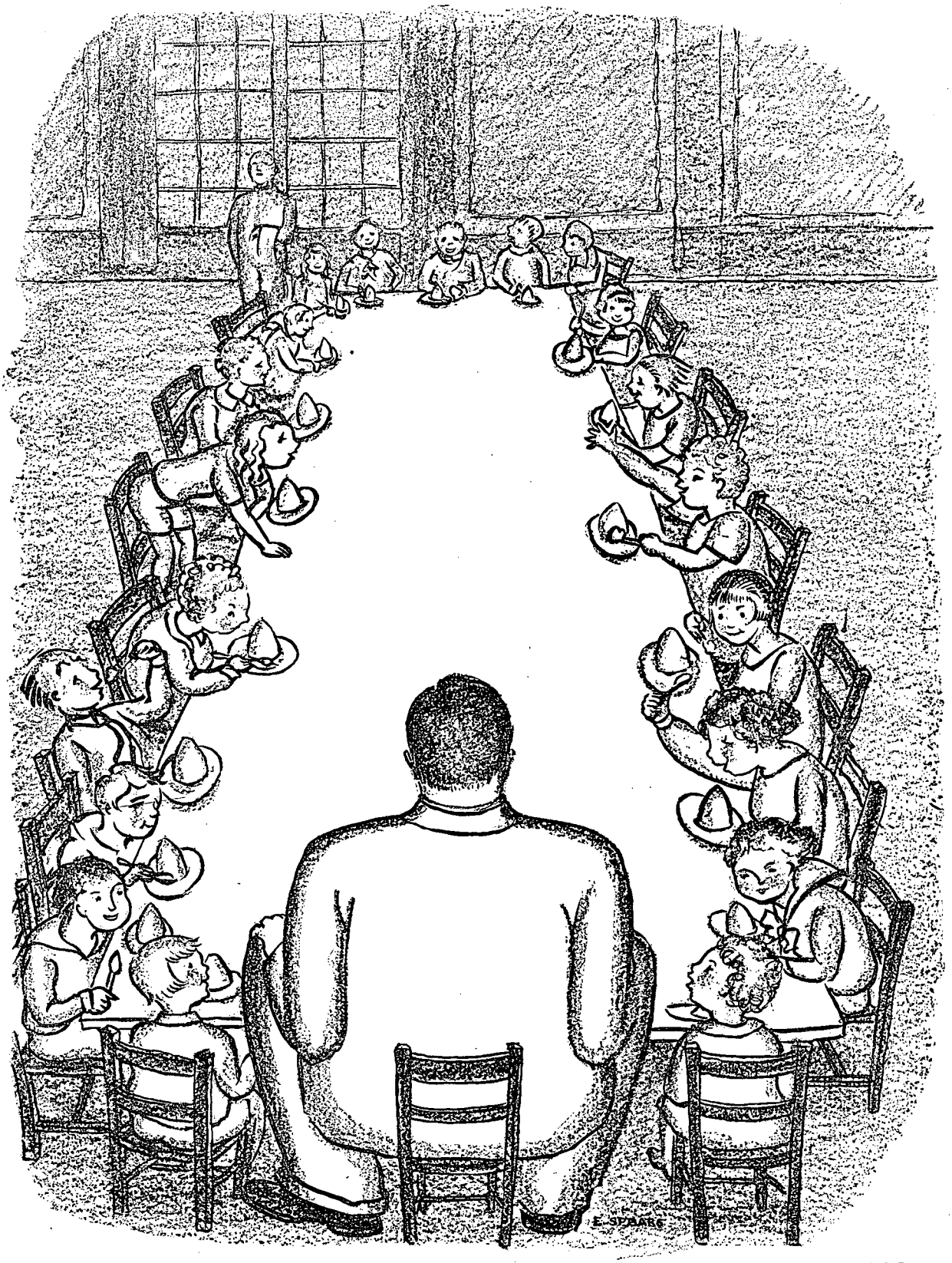

Drawing by Ethel Spears

MR. HOOVER GIVES A PARTY AT THE WHITE HOUSE

"We put them to bed with a sense of relief and a lingering of devotion"

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THE SURVEY

December 15
1930

Volume LXV
No. 6

The New Larceny

THE crime wave has gone highbrow. From an interview in The Little Rock Gazette with Vera Snook, the public librarian of an evidently lawless western city, it appears that "articles on India were torn from The Survey magazine for August and from The Nation for July 9, and a copy of Harper's magazine for July was removed from the library." And the guilty racketeers? "Several clubs in the city are studying India," Miss Snook continued. "We expect clubwomen to be people of normal intelligence who have the welfare of the community at heart, not vandals." Evidently even people of normal intelligence must not be exposed to sudden and overwhelming temptation. Witness the Modern Gallery in New York, from which one of a well-dressed throng of visitors walked away with a small painting by Daumier, valued at $35,000, and the Metropolitan Museum of Art, which keeps a detective constantly on duty. We sympathize with Miss Snook and have profited by her experience to the point of putting our files under lock and key.

The Three Braces

THE retirement of Robert N. Brace after thirty-seven years with the New York Children's Aid Society brings out vividly the outstanding contribution of one family to the social betterment of a city. The founder of the Society, Charles Loring Brace the elder, served for thirty-seven years as its executive. His older son, Charles Loring Brace, succeeded him for another thirty-seven years. On November 1, the younger brother, Robert N. Brace, retired after another thirty-seven years as director of the placing-out work of the Society. The careers, the experiences of the three Braces make a fascinating story: the father, a pioneer of great initiative, an author of note; the older son carrying on his father's work and keeping pace with the times as they changed; and now Robert N. Brace, the friend of thousands of boys, the personal worker. Probably Robert Brace knew more boys during the past thirty-seven years than any other man of his generation. He possessed an intimate, friendly knowledge of boys, their ways and needs. He followed them to the ends of the earth and corresponded with them after they grew up. Mr. Brace is a quiet, friendly man, but on occasion a disciplinarian of no uncertain action. He possesses a photographic mind for names and faces, a grasp of boy psychology, an eye and mind that can see through sham and sense sincerity. Yet his most notable successes were with problem boys. Many of his boys had distinguished records in the Great War. Many, with his help, worked out their destiny in other states, some in other countries. From time to time, they come back to him. They write to him. They look upon him as their friend and counselor.

Mental Hygiene Comes of Age

LOOKING backward to its infancy and youth, when people were just beginning to realize that mental illness is no more reprehensible than a broken leg, and forward to some halcyon day in its maturity when we may understand and control the factors of human development that make for serene and happy people, the National Committee for Mental Hygiene celebrated its twenty-first anniversary in New York on November 13. At the meeting announcement was made that Dr. Frankwood E. Williams, for the past eight years its medical director, is to retire on January 1. During the fourteen years that Dr. Williams has been associated with the Committee, at first as associate medical director under the late Dr. Thomas W. Salmon, has come the organization's steady progress in the guidance of a movement which, within a generation, has literally encircled the globe (see The Survey, May 1, 1930, The Genius of Clifford W. Beers). Through the several articles by Dr. Williams which have been published in our pages, Survey readers have had an opportunity to appreciate the vivid, far-sighted and reasonable temper of mind that he has brought to his energetic professional direction of the National Committee, and to share his associates' regret at his resignation. That regret is tempered only by the qualities of his successor, Dr. C. W. Hincks, founder and medical director of the Canadian National Committee for Mental Hygiene. At the International Congress on Mental Hygiene in Washington last spring, Dr. Hincks aroused hearty applause when he proposed that one of the objectives of the movement be a study of the psychological factors that make for international understanding and peace. It is the good fortune of the United States that he has consented to cross

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the border to embark on so prompt and personal a demonstration of this ideal by assuring the direction of the mental hygiene movement in the United States.

Work for Idle Men and Dollars

THAT there is something durable as well as humanly appealing in "philanthropy and 6 per cent" has been demonstrated again by the City Housing Corporation in New York. In the midst of hard times when business is in the doldrums with earnings reduced and dividends passed, City Housing has gone ahead at its usual gait, sold its product and paid its dividends. Investors, many of whom took stock as much to further an intelligent plan of housing and a demonstration in a garden city as in expectation of returns on their money, have been surprised to receive checks regularly on dividend dates. Sunnyside, in New York City, is 100 per cent occupied. Radburn, the garden city in New Jersey just over the new Hudson River Bridge, is more than 80 per cent sold or rented, and families move in through the front doors of its new houses as the last workmen go out by the kitchen. It has a population now of 998 of whom one third are under 21 years and 226 under 10. There has been a successful test of a year of its houses on quiet dead-end streets, its central parks and playgrounds, its under- and over-passes which make it unnecessary and almost impossible for any child to cross a motor highway.

But with all its success, Radburn will shortly have to hibernate, for it has been unable to raise further capital for building. It has a pledge of one million dollars on the condition that another million be raised. And by the very ingenious system of financing worked out by the president, Alexander M. Bing, and his associates, every dollar subscribed for its stock buys six dollars worth of houses for people of moderate means and pays a limited dividend of 6 per cent to the subscriber. Stock is sold in amounts from $100 up—the further up the better—and the address of City Housing Corporation is 18 East 48 Street, New York City.

Who Owns the Hospitals?

IN the past thirty years hospitals in the United States have entered the realm of big business. Until the turn of the century, well-to-do people were not likely to go to hospitals when they were sick. Now the requirements of modern medicine and the limitation of modern homes make hospital care for serious illness a usual assumption. Since 1900 the number of hospitals has more than trebled. At the present time some 7000 hospitals in this country represent a capital investment of more than three billion dollars, an amount exceeded by only four of the industrial groups (steel and iron, textile, chemicals, and food) reporting to the Bureau of the Census in 1919. Yet, in contradistinction to business, practically all of this enormous investment has been provided without a thought of financial return. Hospitals do not include interest on capital or depreciation in their accounting systems. Someone gives a building or a laboratory, and the hospital tries to keep even on current expense, but assumes that when it is obsolete someone else will provide a new one. Of the three billion dollars represented in American hospital plants, 91 per cent has come from governmental sources or non-profit associations, that is, private beneficence. Some two hundred millions are added each year. To figure in fixed charges on capital and equipment would mean adding at least one dollar a day to the cost per patient.

These facts are the result of a study by C. Rufus Rorem, just published in book form (The Public's Investment in Hospitals. University of Chicago Press, $2.50). The public, Mr. Rorem concludes, owns the hospitals generally, and "might well exercise a better control over the provision and consequence of capital investment." Hospital costs should be tabulated, he believes, to show a return on investment and an allowance for depreciation, pro-rated among the hospital services, even if it were not intended to ask the patient to meet the total cost. The present method of assuming that capital comes like manna from the public "has not tended to encourage most effective utilization." Fixed charges in hospitals can be lowered only by a more efficient utilization of the plant, and the public, providing the capital as a gift—an amount of capital almost equalling that invested in the public schools of the country—may well ask a detailed account of stewardship as a basis for determining how hospital charges can be met by patients and by philanthropy with the greatest service and equity to all.

Screening the American Movie

TO catch and record the whole moving procession of our American life is the plan of study just announced in the program of President Hoover's Research Committee on Social Trends (see The Survey, January 15, 1930, page 451). Each of some thirty subjects is to be studied by one or more qualified experts in the field to see what and whither the changes in our ways of living, working, and thinking; in the respective roles of racial, religious, labor, and other groups; in the efforts to improve American life through law, social work, public welfare, health, and administration; in the human stuff of which the people are built as it shows in trends of population and vitality; in the place of the family, the changing status of women, the position of children and young people in society, occupations and "the activities of the unoccupied," art, recreation, rural life, and the like.

The quick march of science and invention, the mushroom growth of our network of railroads and telegraph wires, the shift of Americans themselves from farm to city, from small workshop to spreading factory, are the moving screen against which are silhouetted the changes in action, attitude, and habit which the Committee hopes to record. If this seems an ambitious plan—little short of getting salt on the tail of the American eagle—it is reassuring to notice the group of social students who are sponsoring it: the Committee, headed by Wesley C. Mitchell and including Dr. Alice Hamilton, Charles E. Merriam, William F. Ogburn, Howard W. Odum, and Shelby M. Harrison, and a corps of surveyors drawing in a dozen university and research groups, including Edwin F. Gay of Harvard, Warren S. Thompson of the Scripps Foundation, Hornell Hart of Bryn Mawr, T. J. Woofter, Jr., of the University of North Carolina, Edgar Sydenstricker of the Milbank Fund, Leo Wolman of the Amalgamated Clothing Workers, and so on down an illustrious list. In contradistinction to the other research commissions appointed by the President, these will endeavor to set forth not some special facet of American life, but the kaleidoscope of a whole people, and, on the completion of the study in 1932, to give not only current

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facts but a maximum of interpretation. It is an enterprise whose daring will stir the imagination of the citizen breasting the social trends as well as the detached student of the social sciences.

A Profession Studies Itself

AMID the chorus of complaint at 1930's hard times, there is a pleasant exception in the story of the nurses. Like other people, nurses are out of work and anxious. For many of them the problem is not new. But admitting the special circumstances of the present year, they are not content merely to complain nor to accept their plight as a stroke of malign fate. The ebb of prosperity has cast many of their difficulties into sharper relief than hitherto, but at least part of the difficulty, the nurses know, is due to anachronisms and maladjustments in their own professional organization. Four years ago the nursing profession outlined a program of self-analysis (see The Survey, January 15, 1927, page 495) through a permanent Committee on the Grading of Nursing Schools, representing the national nursing, medical and hospital associations, and especially interested members of the general public. They have made careful studies to show how many nurses there are, where they work and what they do, what they earn and spend, how much of the time they are employed, and what, on the other hand, are the demands for nursing. Caught now in a general period of distress in which no one profession could hope to go unscathed, they know, nevertheless, that some of the present trouble could have been foreseen and some prevented by a better marshalling of their resources as a profession to meet the particular needs of nursing in the modern home and hospital. On page 320 of this issue, the director of the American Nurses' Association tells of the plans ahead to forestall another such crisis.

The Loan Sharks Lose

AFTER a long course of litigation on salary buying, the loan sharks of Ohio forced their fight to the United States Supreme Court and lost their case hands down. The Court, in the case of Dunn vs. The State of Ohio, dismissed the appeal "for want of a substantial federal question." The decision does much more than uphold the decision of the Ohio courts. It removes from the field of argument in Ohio and elsewhere, a bone of contention to which the salary-buying loan sharks have clung tenaciously and upholds a principle which is considered vital to the control of small-loan operations. The provisions of the Ohio small-loan law on salary buying, now upheld by the Supreme Court, are almost identical with the provisions on the same point of the Russell Sage Foundation's general form of uniform small loan law. In effect the law provides that advances of $300 or less on wages shall be deemed a loan, and that all amounts to be repaid in excess of the sum advanced shall be deemed interest and shall be governed by the legal rates for loans. The contention of Dunn in the Ohio case was that such advances on wages were a purchase and not a loan, and were protected by the right of contract.

Salary buying has been a hard nut for the anti-loan-shark forces to crack. The sharks exacted interest at 10 per cent for each two weeks of the loan, a total of 240 per cent a year. Wage-earners paid, for fear of an attachment of their wages and the loss of their jobs. It was difficult to bring the fight into the open. The battle really began five years ago when Leon Henderson of the Russell Sage Foundation and Claude E. Clark of the Cleveland Legal Aid Society joined in the attack. Other social agencies, licensed lenders, better business bureaus, and the department of law of the City of Cleveland rallied their forces, and little by little, always with a struggle, loopholes in legislation were closed and test cases taken to the courts. In every case taken to the supreme courts of Maryland, Virginia, and Louisiana, the salary buyers were unsuccessful. A case from Georgia which attacked a provision of the Small Loan Law applying to "the loan, use, or sale of credit," was carried to the United States Supreme Court and dismissed. Taken together these two Supreme Court decisions, the Georgia case and the Ohio case, seem to eliminate federal constitutional questions as to the general form of the Uniform Small Loan Law.

Higher Education, Lower Wages

DEFINING rather than answering controversial questions about the money value of education and the success of women in business and the professions, the recent report published by the University of Michigan on the experience and earned incomes of 14,073 women "above the wage-earning level" offers more than two hundred pages of fact and tentative interpretation. The study was carried out by Professors Margaret Elliott and Grace E. Manson of the School of Business Administration, in cooperation with the National Federation of Business and Professional Women's Clubs. Nearly 47,000 questionnaires were distributed to members of this organization, about a third of which were returned with usable information. Though hundreds of occupations are represented, about three fourths of the women are employed in commercial, educational, and manufacturing organizations. From the educational standpoint, the group is a highly selected one. Fifty per cent have attended or graduated from highschool, and one out of every four has attended or been graduated from college.

With a few spectacular exceptions, the group is not highly paid. The median earnings are $1548, and less than 7 per cent receive $3000 or more. The earnings of the women on this level were found to increase with age up to fifty years, vary but little between fifty and sixty, and decline thereafter. College authorities and college students will find something to ponder in this conclusion: "Women who have been graduated from college or university are earning more in every kind of work than women with less education. They tend, however, to concentrate in lower-paid fields of work, such as teaching and clerical work." The directors of the study add: "Seventy per cent of these college women are in the employ of educational, social, or welfare organizations. Why? Are the inherent satisfactions of the work itself more important to her than financial returns?"

A Silver Lining to Hard Times

ASSERTING that the present multiple-dwellings law requires the eviction of poor tenants from virtually every cellar in old-law tenements, the Tenement House Commissioner of New York City recommends modification of the law to make its provisions less stringent—in order, as he sees it, to help conditions resulting from the present depression. The same day that this announcement was made, former-Governor Alfred E. Smith, president of the Housing

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Association of New York, acting on the suggestion of its executive committee, recommended to his associates on the Emergency Unemployment Committee a plan to erect model tenements on the East Side of New York whereby twenty to twenty-five million dollars worth of work for the unemployed would be created and ideal living accommodations for hundreds of families in the lower-income group would be provided.

Two very different approaches to the problems attendant on the current period of depression. The first speaks for itself and should serve as a warning against the other possible encroachments—in the name of unemployment—on standards for social legislation won after a long and hard struggle.

The more constructive approach merits further comment. Perhaps by the time these words are on the press, the Emergency Unemployment Committee will have adopted this program for attacking the basic problem of housing. Though it has vision, the plan itself is not visionary. After completing its initial task of disbursing emergent relief, the committee, it is suggested, shall raise additional funds and cooperate with the several limited-dividend companies which have already built successful model tenements under the state housing law. Much money, it is pointed out, can be secured for the purpose from those who, though they cannot afford to donate their savings to a charitable purpose, will welcome an opportunity to make a real contribution to the unemployment problem in the form of a sound investment. Every dollar so raised would insure additional funds through the utilization of existing business organizations, and through funds obtainable on first mortgages and otherwise. The adoption of this plan would at once give jobs to a large number of workers in varied trades in which unemployment is especially acute, would save time by the use of plans already tested, would stimulate trade by the purchase of building material, would involve no competition with existing employment, and would meet an urgent and normal demand for low-priced but good housing. Truly a constructive suggestion.

Good Government

THE National Conference on Government held in Cleveland last month might well have been termed an institute in politics, or perhaps a three-ringed intellectual circus, for some half dozen sessions on municipal government were attended daily by three hundred delegates. Despite the headline news from some of the larger eastern cities, the concensus of opinion expressed by the college professors, research workers, city officials and others present, was that municipal government the country over is constantly improving, constantly becoming more efficient, increasingly being motivated by a social viewpoint, and increasingly offering more and more in the way of concrete services to the average citizen. Giving a large share of credit for improved municipal housekeeping to the council-manager form of government, the speakers urged strongly that local politics be completely divorced from national and even state politics. Though the political-party system per se was not condemned, the party system as it exists today was held responsible for much of the illness of local politics—a system whereby city jobs are regarded as rewards to "faithful" party members. Refuting the small but vocal minority at the convention who asserted that the manager form of government is doomed, claiming that the theory on which it is based is contrary to the "American genius" that desires to elect directly its own representatives, its proponents offered as contrary evidence the fact that in less than twenty-five years almost five hundred cities have adopted this form of government. However, regardless of its form, citizen leadership and citizen participation were emphasized as a sine qua non of good government, whether within or without the orthodox parties. Sharing honors with the discussion on the manager form of government, the discussions on unemployment constituted another high spot. A committee on the stablilization of employment was appointed and instructed to offer its cooperation to the President's Committee. Five national organizations and two state organizations participated: the National Municipal League, Governmental Research Association, National Association of Civic Secretaries, Proportional Representation League, American Legislative Association, Ohio Municipal League, and Ohio State Conference on City Planning.

Warfare on Fifth Avenue

THE price of the "creations" that parade Park Avenue and ornament the "diamond horseshoe," not in dollars but in human courage and effort, is being dramatized for New Yorkers by the conflict between the dressmakers and the seven shops included in the Couturiers' Association. After a decade of uninterrupted peace that has made what was once a sweated industry a model for other trades and other communities, this most highly skilled of the New York needle trades is suffering serious industrial warfare. Negotiations broke down this year, when the union of better-paid men tailors demanded the inclusion of the women workers who are less well paid. The employers countered with a demand that they be permitted an unrestricted right to discharge annually 20 per cent of their workers without review by the industry's impartial chairman. The proportion was later reduced to 10 per cent. No agreement was reached, and the first strike since 1920 began. A few shops made independent agreements with the union, but the leading members of the Couturiers' Association held out. When the strike had dragged on for five weeks Frances Perkins, state industrial commissioner, called the two groups in conference, and made a mediation proposal that the employers have the right to unreviewed discharge of 5 per cent of their force yearly. The union pointed out that discharge of the highly skilled workers in this small industry is practically equivalent to permanent retirement, but, for the sake of peace, agreed to the commissioner's proposal. The employers rejected it.

The strike drags on. There are pickets in front of some of the most famous shops on Fifth Avenue. A Citizens' Emergency Committee has been organized with E. C. Lindeman as chairman and John A. Fitch as treasurer, to secure support, "moral and financial," for the strikers. In a statement issued last week, this committee points out:

> In this period of critical industrial depression such a strike, prolonged by the employers' rejection of all arbitration proposals, is a matter of serious concern to the community. . . . We would not deny these firms the right to carry on their business in an efficient and productive manner, but we are opposed to industrial tactics aiming at the destruction of a trade union which is striving to protect the interests of its members and their hard-earned work standards and which has over a period of many years made constructive contributions to orderly relations in industry.

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When Doctors Disagreed

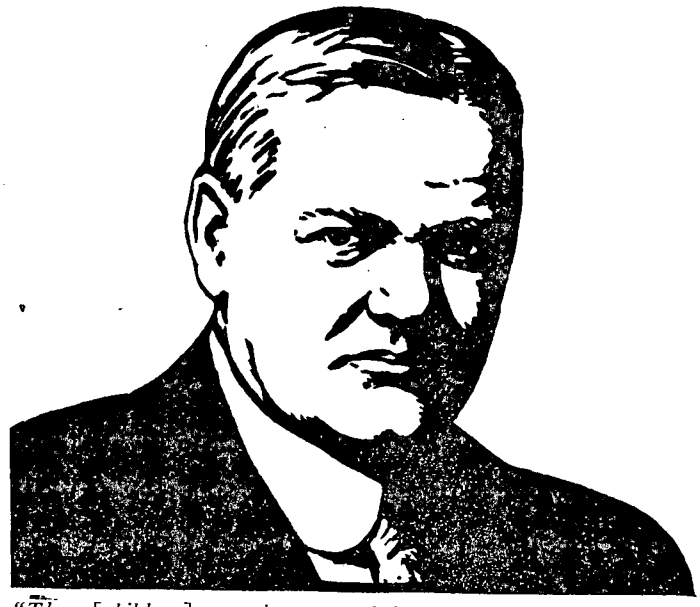
By J. PRENTICE MURPHY

"You see, this is a health conference."
"You are wrong; this is a general child-welfare conference."
"No, you are mistaken; non-health agencies have been invited because they are needed in the development and execution of any sound child-health program."
"Well, that's news to me!"

THE above is part of a conversation which took place at one of the many luncheons held in connection with the White House Conference on Child Health and Protection. It is perhaps a key to one of the most amazing gatherings ever held in this country. It may explain a number of confusing situations and supply the answer to many questions which hampered the activities and effectiveness of the outstanding child-welfare event of the year. It may be the reason for some of the strongly expressed and carefully phrased conflicting points of view as to administrative procedure. It may account for the fact that some committees seemed to look upon the Washington meetings as places where reports were to be calmly accepted as presented—these reports, in certain instances, being the final recommendations of experts who were not looking for votes of approval from members of other sections or even other committees of their own section. It may help in interpreting fairly the reaction of some of these experts when they found that even the several thousand general delegates who had never served on committees could not be prevented from asserting their right to express an opinion where they felt qualified, especially as to administrative procedure. It may also account for a conference which began on a plane of high expectancy and ended in a hastily prepared final statement which was confusing, discouraging, and infinitely narrower than other celebrated conference pronouncements made ten and twenty years ago. Viewed as a skeletonized health statement, a different judgment might be rendered by some.

Around the middle of 1929 President Hoover called into being a Planning Committee made up of eminent physicians, social workers, educators, publicists, and laymen. Its chairman was Ray Lyman Wilbur, M.D., secretary of the interior; its director, H. E. Barnard. This committee was charged with the responsibility for a conference on child health and protection to be held late in 1930, or in 1931 if more time seemed necessary for completion of study projects. This announcement by the President ended further consideration of a plan which had been proposed quietly by Jane Addams and others concerning a similar project. This group had in mind the continuance of another tenth anniversary of progress in child welfare and future desirable procedure following the great precedent set in the first White House Conference, called by President Roosevelt in 1909, and repeated by President Wilson, acting through Julia C. Lathrop, in the White House Conference of 1919.

THE 1930 Conference had adequate financial resources for its work, which included valuable and far-reaching research into many aspects of child welfare, the original announcements, as given to the press, naming a grant of $500,000. It developed a committee membership of approximately twelve hundred men and women, specialists in one or more departments of child welfare and representative of public and private activities throughout the United States and its possessions. The Conference was divided into four sections comprising seventeen divisions. Some of these divisional committees were further subdivided. The Committee on Medical Care for Children, for example, had fourteen subsidiaries each headed by a different chairman; the Committee on Public Health Service and Organization of Section II had nine sub-chairmen; the Committee on the School Child of Section III, twenty-eight; the Committee on Youth Outside of Home and School of Section III, fourteen. A total of approximately 138 committee and subcommittee chairmen conducted the various research and study activities, in addition to the officers of each section and to carefully selected research assistants.



"They [children] are the most wholesome part of the race, the sweetest, for they are fresher from the hands of God."— President Hoover at the White House Conference on Child Health and Protection

These chairmen, committee members, and research workers through the intervening months put an enormous amount of thought and effort into their conference specializations under the four general sectional headings of Medical Service, Public Health Service and Administration, Education and Training, and The Handicapped: Prevention, Maintenance, Protection. The chairmen of these four main sections were, respectively, Samuel McC. Hamill, M.D., Hugh S. Cumming, M.D., F. J. Kelly, and C. C. Carstens, all widely known and experienced leaders in their fields. Each assumed a heavy

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A Survey and a Challenge

SECRETARY OF THE INTERIOR RAY LYMAN WILBUR

. . . THE most vital and valuable quality in the child is elasticity to meet the new and the unexpected. Early rigidity of the human mind, unconsciously developed at times, leads to most of our mass habits and our mass follies. There is a menace in our marshaled athletics, in our dominated recreations for all ages, in our yelling sections and our over-evident coaches. There is too much seeking out of special performers, and not enough play of personal initiative and juvenile leadership. Cooperation is requisite, team play necessary, but the coercion of the crowd is to be fought against if we are to have safety and reasonable action in periods of strain. We need to fight the crystallizing effect of habit upon all of our methods of dealing with the child and particularly with regard to the school curriculum or with other procedures or methods of handling large groups. The machinery of our training programs of all sorts for children must move at as rapid a rate as does the rest of our civilization. . . .

This then covers in rapid fashion some of the different grooves into which the major problems of this Conference fall. Restated, they are the problem:

Of how to steady our children against the high power impact of new forces which have developed in our over complex modern civilization.

Of how to protect them physically and mentally to the utmost of our abilities and with the widest possible application of scientific knowledge.

To extend and strengthen these community forces which stand to the child in the place of many of the earlier responsibilities of home and parents.

To evaluate our school curricula in the light of rapid changes in our social scheme, expanding their functions at those points where the modern home is no longer equipped to train children.

At the other end of the line to find ways and means to strengthen the hands of parents through education, as rapidly as possible equipping them with new knowledge concerning children as it develops.

To discover the machinery by which the benefits of preventive medicine and sanitation, of community social and cultural agencies can be extended to all children —in the country as well as the city—which too often now are enjoyed by the privileged few.

And in the midst of our crowding eagerness to help lift our children to higher levels, to guard them against our own over-zealous programing—to leave to them sufficiently wide margins of free time and free space for the great and joyous adventure of growing up as personalities operating under their own motive power. . . .

My experience has taught me to forgive almost anything that a growing youth may do, since maturity of viewpoint comes at different periods, with different people, and with maturity there comes to most of us a stability of outlook which can usually be depended upon. There is always hope that every child who is not intellectually blighted can contribute some service to his country. In each conscience and temptation struggle, in each there is the driving impulse towards decency, honesty and fair play. Even criminals shoot square with their kind. Providence has given an inner guiding light to all. Let us help so that this light may burn brightly and not be stifled by a murky atmosphere of our own creating. Let us endeavor to see that every child in every part of the country gets that opportunity which is the best for him to grow into participating citizenship. By so going, we insure the happiness of those who will follow us and the safety of our republic.

burden in the development of general and subcommittee programs and activities.

While the Conference's name implied breadth of interest, there was widespread belief in the early days that it was to be a health conference. Most of the preliminary announcements to the press stressed the health aspects. Few of them made other than cursory reference to the wide range of interests covered by Sections III and IV. Equally current was the thought that those responsible for this Conference considered the two earlier conferences as limited in their usefulness because of a lack of sufficient foundation in the form of research material.

ON the other hand, the President's genuine and sympathetic interest in research, and his influence in securing financial support for the work, were factors in creating one understanding that this Conference was to probe and search in a way quite different from anything ever before done in behalf of a general child-welfare program; that at least this would be an opportuity to gain a hearing for certain fundamental economic needs which are basic to all child-welfare programs. It did seem possible that the three great professional groups concerned with health, education, and social work, in this coming together could state elemental standards of procedure and determine the direction of their major activities for many years to come. In fact, another Domesday Book was to be given to the people of the United States and its possessions.

Quite vigorous opposition was expressed by some of the Conference chairmen when it was decided to hold the sessions late this year. The Section on Medical Service declared it would be impossible to complete its program until the early part of 1931, and announced that it would make no final report until then. It is now quite clear that the task of preparing for the 1930 Conference created difficulties which found their way into the final literature distributed to committee members and others and into some of the Conference procedure. Part of these difficulties, however, may have been inherent in the plans as developed by those in immediate charge of the Conference.

Some two weeks prior to the opening day, committee members began to receive cloth-bound volumes of more than six hundred pages, entitled "Preliminary Committee Reports of the White House Conference on Child Health and Protection—(Confidential—not for publication)." These reports were summaries of ten to twelve thousand words, covering interim reports for the Medical Section, and specific pictures of the programs and findings or conclusions of sixteen of the general and many of the subcommittees of the remaining three sections. This volume had an air of permanence which caused a concern to be referred to later on.

On the evening of November 19, the twelve hundred and more delegates and several thousand invited guests came together in the first Conference session. Constitution Hall in Washington never has held a more distinguished audience. One did not have to be told this was a great occasion. Events might result which would be of tremendous significance to the childhood of the nation.

It was President Hoover's meeting. His address, which had the widest publicity, was received by the audience with great sympathy. The metropolitan press was quick to see that this address revealed the President in the light which had endeared him to the nation during the War. Many who

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are well acquainted with him said they caught a quality in his voice which he has rarely revealed. At times there was a wistful, almost plaintive note. One became aware of being intrigued by the President's very lovely references to little children. One of these undoubtedly will be quoted for years to come. It reveals a man who glows at least inwardly when in the presence of children—who dreams about them because, to quote his own words, "They are the most wholesome part of the race, the sweetest, for they are fresher from the hands of God." Consciously, or unconsciously, it was an emotional appeal, and there was a certain musical ring to his words which made his audience less critical than it would have been of any other speaker, or even of any other mood of this one.

His address reveals quite clearly a major interest in child health. It also gave the impression that the big job of the Conference was to receive and approve reports already cast in seemingly permanent form. At many points he elaborated a concept which led one to believe that he sees health as something which is to be secured and assured through means and efforts quite apart and distinct from what may be called the economics of life. Life appears to react to much easier treatment, according to his stated views, than would be agreed to by many of the physicians, educators, and social workers who listened to him. Why or how he could have said, "The ill-nourished child is in our country not the product of poverty; it is largely the product of ill-instructed children and ignorant parents," remains a mystery to many. There may have been a qualifying or conditioning sentence in his original manuscript. It would be regrettable, in view of the fact that information contained in reports included in the preliminary Conference volume points to the contrary, to believe that this observation was intentional. Many of the studies conducted by the American Child Health Association, to which Mr. Hoover has given devoted service, point with great accuracy to certain of the fundamental economic causes of poverty, which involve children.

A POINT in example is the noteworthy study of child-welfare conditions in Porto Rico made this year for the President by the Association. The most terrible part of that report emphasizes the fact that there is little or no hope for countless thousands of Porto Rican children unless economic conditions are entirely changed, thus insuring a reasonably adequate income and security to the average family on that island. Poverty in forms which are menacing has been expressing itself in many ways in these United States and in our other possessions, especially since unemployment began to assume such proportions. There is a growing understanding that relief and palliative social and health work will grow out of all bounds unless we do something fundamental about involuntary poverty which results from unemployment and low wages.

The report of the Committee on Dependency and Neglect, of the Section on the Handicapped, says:

> Studies of the distribution of income in the United States show that the majority of families in this country are living close to the margin of economic want. The experience of social agencies shows that there is a group living below this margin. . . . Minimum-comfort budgets and data as to distribution of income in the U. S. . . . throw considerable doubt upon the ability of large numbers of male wage-earners to earn enough to support a family at current wages even if steadily employed. . . .
>
> There is no certainty then that many wage-earners will earn

Forty-five Million Children

PRESIDENT HOOVER

. . . WE approach all problems of childhood with affection. Theirs is the province of joy and good humor. They are the most wholesome part of the race, the sweetest, for they are fresher from the hands of God. Whimsical, ingenious, mischievous, we live a life of apprehension as to what their opinion may be of us; a life of defense against their terrifying energy; we put them to bed with a sense of relief and a lingering of devotion. We envy them the freshness of adventure and discovery of life; we mourn over the disappointments they will meet. . . .

Our country has a vast majority of competent mothers. I am not so sure of the majority of competent fathers. But what we are concerned with here are things that are beyond her power. . . . But she can insist upon officials who hold up standards of protection and service to her children—and one of your jobs is to define these standards and tell her what they are. . . .

Statistics can well be used to give emphasis to our problem. One of your committees reports that out of 45,000,000 children—

35,000,000 are reasonably normal
6,000,000 are improperly nourished
1,000,000 have defective speech
1,000,000 have weak or damaged hearts
675,000 present behavior problems
450,000 are mentally retarded
382,000 are tubercular
342,000 have impaired hearing
18,000 are totally deaf
300,000 are crippled
50,000 are partially blind
14,000 are wholly blind
200,000 are delinquent
500,000 are dependent. . . .

But that we be not discouraged let us bear in mind that there are 35,000,000 reasonably normal, cheerful human electrons radiating joy and mischief and hope. . . .

In the last half a century we have herded 50,000,000 more human beings into towns and cities where the whole setting is new to the race. We have created highly congested areas with a thousand changes resulting in the swift transition from a rural and agrarian people to an urban, industrial nation. Perhaps the widest range of difficulties with which we are dealing in the betterment of children grows out of this crowding into cities. Problems of sanitation and public health loom in every direction. Delinquency increases with congestion. Overcrowding produces disease and contagion. The child's natural play place is taken from him. His mind is stunted by the lack of imaginative surroundings and lack of contact with the fields, streams, trees, and birds. Home life becomes more difficult. Cheerless homes produce morbid minds. Our growth of town life unendingly imposes such problems as milk and food supplies, for we have shifted these children from a diet of ten thousand years' standing. . . .

The problems of the child are not always the problems of the child alone. In the vision of the whole of our social fabric, we have loosened new ambitions, new energies; we have produced a complexity of life for which there is no precedent. With machines ever enlarging man's power and capacity, with electricity extending over the world its magic, with the air giving us a wholly new realm, our children must be prepared to meet entirely new contacts and new forces. They must be physically strong and mentally placed to stand up under the increasing pressure of life. Their problem is not alone one of physical health, but of mental, emotional, spiritual health. . . .

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enough to support a normal family even when steadily employed. When the hazards of unemployment, illness, and accident are taken into account, in many cases all hope of his doing so vanishes. . . . We have now reached the point where those interested in child welfare must advance through the medium of greater economic protection of parents. . . .

This report is concerned with many thousands of families in which children are undernourished for reasons which are purely economic.

It also is felt by many that if time had offered the President would have qualified in part the picture conveyed in his statement, "From what we know of foreign countries, I am convinced that we have a right to assume that we have a larger proportion of happy, normal children than any other country in the world!" Denmark, Norway, Sweden, Germany have produced noteworthy examples of the best type of child-welfare legislation. When our childhood population includes millions of poor-Negro and poor-white children, thousands of Indian and tens of thousands of Mexican and Porto Rican children, not mentioning those in the Philippines, the challenge is in the words of the President: "These problems are not easily answered, they reach the very root of our national life. We need to meet them squarely and to accuse ourselves as frankly as possible, to see all the implications that trail in our wake, and to place the blame where it lies and set resolutely to attack it."

That first meeting was impressive—but incomplete.

IN view of the way in which the Conference ended, it would have been more effective if the President had concluded the program, making his speech an introduction to a specific endorsement of the most important conclusions or recommendations of the four main sections which were announced at that time. This would have followed the precedent of the 1909 White House Conference called by President Roosevelt, who at its conclusion announced to the country its far-reaching propositions and declarations which covered every important phase of the subject considered.

It is timely that we note certain striking omissions at this last conference when compared with the earlier gatherings. The President in his address conveyed the thought to some, at least, that he had not called a third White House Conference on Child Welfare so much as an original research conference on child welfare having very special significance to health. He made no reference to the earlier conferences—nor did Secretary Wilbur. On the other hand, Secretary Davis later spoke of them and the parts they had played in effecting reforms.

The Conference of 1909, with approximately two hundred members and a little advance preparation, produced after two brief days a report both specific and general which has had a profound effect on the welfare of children during the last twenty-one years. Among its suggestions as summarized in the 1930 Preliminary Committee Reports were:

That greater provision be made for the assistance of needy children in their own homes.

That greater use be made of family care for children who must be removed from their own homes.

That child-caring agencies be responsibly organized and be inspected by the state.

That dependent children receive better medical care.

That a federal Children's Bureau be established.

That an unofficial national organization for the promotion of methods of child care be established.

That prevention of child dependency is better than cure.

That the causes of child dependency be ascertained and, if possible, controlled.

That tuberculosis and other diseases be checked.

That family income be protected against sickness, accidents, invalidism, or death of the breadwinner, by systems of compensation or insurance.

And generally, that the conditions surrounding child life be improved.

The whole mothers' aid movement was an outgrowth of that platform. Last year over 220,000 needy children were aided under this special form of legislation—an almost unprecedented change in method and in volume of work. The effects on all forms of public relief have been very great.

The Children's Bureau was established by Congress in 1912. It is impossible to give in a brief statement any idea of the work of this agency. Its influence has been most beneficent.

The Conference of 1919 enlarged upon the field of its predecessor, its three sections covering (1) child labor and education; (2) public protection of the health of mothers and children; (3) children in need of special care (including dependent children). The last section concerned itself, in addition to the interests of 1909, with juvenile delinquency; the children of unmarried parents; mental hygiene; rural social work; and scientific literature on child care.

The program for maternal and child health resulted in the Sheppard-Towner law, providing federal aid to state programs under the direction of the federal Children's Bureau. This was a legitimate assignment, for the act which established the Bureau gave it a special responsibility in regard to child hygiene. Its activities in the field have been referred to as "one of the most important efforts to reduce the mortality among mothers in connection with childbirth, due largely to preventable causes, and incidentally reduce the volume of orphanage and dependency."

The child-labor and educational sections prepared the way for the powerful but unsuccessful movement for the federal Child Labor Amendment.

THE conferences of 1909 and 1919 were deliberative, democratic affairs. The members as a whole—as in the first one or in three sections in the second—created, perfected, and after careful consideration, ratified their pronouncements.

It cannot be said that the final chapter of this third conference was built on similar lines. The publication, in advance, of a cloth-bound, copyrighted volume containing summaries of numerous committee reports, section by section, aroused much uneasiness among many committee members who read it. This volume had every air of permanence. It was a matter of gossip at the conference, later commented on in the press, that a large number of copies had been or were about to be sent to libraries throughout the United States. That it was the well-laid plan of some to have its contents approved and ratified as thus submitted, becomes increasingly evident as one reviews the whole course of this further venture in child welfare. That whoever so planned made a serious mistake, is equally clear.

Those in charge of the editing and printing of the volume deserve great credit for a remarkably good job. Approximately six hundred pages of printed matter had to be rushed through under the utmost pressure. It was inevitable that section reports should overlap at some points, and also contain certain recommendations and observations about which

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The Children's Bureau

FORMER-SECRETARY OF LABOR JAMES J. DAVIS

...WITH only a small annual appropriation, but with your support and cooperation, the Children's Bureau has been able to assume a position of leadership from the first. In research, in our popular education, in administrative demonstration, in cooperation with state and local agencies, the value of a unified approach to the problems of childhood has been demonstrated.

We know from experience that we would make of the Bureau a handicapped child if we subtracted any of its functions or otherwise limited its scope. Instead, we should be removing existing handicaps by assembling in the Children's Bureau the scattered child-welfare activities which bureaus charged with other major responsibilities are now attempting to perform.

I believe in removing the handicaps of children and I also believe with Solomon that the child should not be divided and I would put these principles into practice in our federal organization.

I want to make it clear that in my opinion this is a national as well as a state and local problem that we are attacking. If there is any subject endowed with national interest it is the welfare of the nation's children. The nation's future existence, the intelligent use of its resources, the role it will play in world affairs depend on its children—whether or not they are physically fit and whether or not they are trained in self-control, in respect for the rights of others and in an understanding of their own rights and obligations.

That the first responsibility must rest with the nearest government—the state, the country, and the municipality—is the reason why the role that the federal government must play in the promotion of the welfare of children is that of an intelligent and interested cooperator, ready to assist but not to control or hamper. . . .

The Labor Department and labor generally believe in specialists for jobs that require specialists. It does not engage a plumber to assist in lowering our maternal mortality rate nor an electrician to study delinquency. It recognizes and respects the special contribution of these experts to our national life, but it also utilizes the medical and social sciences, the law and the science of public welfare administration in the fields where their expert assistance is of value.

The Children's Bureau has on its staff specialists in all these fields and we have been especially grateful for the great service which has been rendered by the distinguished pediatricians, obstetricians, lawyers, and social scientists who have served on its advisory committees. . . .

there might be difference of opinion. The error in including the seemingly unanimous specific recommendations of the Section on Public Health restricting the future powers and usefulness of the federal Children's Bureau in favor of the United States Public Health Service, but omitting Miss Abbott's minority report, became a blessing in disguise. Important textual changes will be necessary in various places if misinformation is to be prevented. Minority reports must be added, thus making it a stronger and fairer presentation. One recalls a famous English minority report, dealing with public relief for the poor, which now ranks among the most valuable additions to the library of social-welfare literature.

The powerful opposition to this part of the report of Section II undoubtedly will be duplicated by those who read the implications in the same report concerning the federal Women's Bureau. A transfer of the industrial health-protection activities of this Bureau to a distinctively health group, would be contrary to prevailing practices in those states which now lead in the protection of women in industry. The opposing social-welfare arguments are identical at many points.

The controversy as to the Children's Bureau was recognized by the press as involving a really vital question. That it beclouded other issues is doubtful, for reasons which were inherent in the way in which this Conference was organized.

If the various section-committee reports had appeared separately instead of in one volume, and had included minority as well as majority recommendations, in the few instances where such were offered, the psychological effect would have been far different. It would also have helped if all the reports could have been placed in the hands of delegates at least four weeks before the Conference opened. The delay was not the fault of the Conference officers. The work of assembling these special summaries was stupendous—it seems somewhat of a miracle that they were presented at all.

The federal Children's Bureau is the outstanding child-welfare agency in this country, if not in the world. Its two chiefs—Julia Lathrop and Grace Abbott—are among the foremost civic leaders of our time. The Bureau has affected the whole field of child welfare in ways that are far-reaching, constructive, and enduring. It has won sympathetic interest and support from the mass of the people, as well as the professional classes. It has not, however, been given the increasing financial support which it needs and merits. What the Conference did was to invite a great host of the Bureau's supporters to Washington and then ask them to agree to a plan which later on might be cited in Congress as a reason for reducing its sphere of usefulness. Naturally, such a plan could not be accepted.

THE controversy did not represent a contest between the medical and social-work groups as such, although there were some who so thought. It brought out one curious quality of this conference, however; namely, the many walls which separated the thinking of different groups. It showed that the philosophies embodied in the specializations which hold in the various fields of public health—medical care, education, and social welfare—need a vast amount of integration. Perhaps this is to be one of the main tasks of the continued Conference meetings which are to come. It also showed wherein the fields of medicine and nursing interact on each other and the relative parts they are going to play in the next ten years.

The discussions as to the proposed change in the Children's Bureau assumed for a time the aspects of an issue between men and women, but the number of men who upheld the Bureau's side ultimately disposed of that thought. However, they clearly revealed the need for closer exchange of ideas between the fine group of physicians who are viewing the future in terms of public health and those who in social work are concerned with a more inclusive program of social welfare. Already strong groups within the field of medicine are working in complete harmony with social workers in developing the outlines of mutually related fields. Public health and welfare services in the United States include many strong units. Organizations such as the National League of Women Voters, National Consumers' League, American Federation of Labor, and other bodies which have watched and (*Continued on page* 348)

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The Jobless "Alien"—A Challenge to Social Workers

By EDITH TERRY BREMER

OF all the men and women whose work has failed them, none have fallen into as unique a set of difficulties as the non-citizens, the "aliens" who have not yet joined the Union. Their peculiar plight is one of the unforeseen complexities of the unemployment emergency.

In earlier depressions, as in 1908-9, and in 1921, great companies of foreign-born people went out of the country of their own accord. In the present depression the entire situation has changed. The inflexibility of the quota law makes a natural movement outward practically impossible, because the foreign-born know that no identification papers, no re-entry permits, can insure the readmission of their holder. They dare not go themselves, and they dare not send their children for fear of never being able to gather the family together again. It must be added that in no preceding depression have unemployment and hard times coincided in the older countries so exactly with our own.

Our alien residents of 1930, therefore, are in a special cramp of distress which threatens excessive hardship from four different points.

First, there is wholesale discrimination against non-citizens as to jobs. In many states it is against the law to employ them on any sort of public works. This means that no non-citizen men may work in the parks or on construction jobs, no "alien" women may scrub the floors of schools. They may not be engaged in the simplest tasks on any sort of state highway, sewer, building, or institution, even though they be the parents of American-born children. It is authentically stated that 80 per cent of all money for relief has to date come from public funds. This means that in spite of the rising impulse to give, in spite of action of local boards and possibly in the future of legislatures to provide the money to pay for work, these people, the aliens, are in most communities beyond the reach of such alleviating intent.

Second, aliens who have not resided in the United States a full five years, and who, helpless under this unemployment situation must apply for assistance to warm and clothe and feed themselves, their children, and their old people, are in great danger of being reported for deportation as "likely to become a public charge" unless the public conscience wakes up in time to prevent a disaster which was neither foreseen nor intended by the Congress which passed the laws of 1917 and 1924. The most tragic cases will develop where poverty and strain have together worked their ruin in health, for the hospitalization of such aliens, when unable to pay, is in itself a pitfall for deportation.

The third count is that whereas before aliens, seeing no work ahead, could and did return to their former country for a while, thus falling back on natural resources of kith and kin, they now, under the recent laws, are in effect practically prohibited from doing so for the very good reason that the chances of being able to return are extremely uncertain.

The fourth count is imbedded in the Deportation Act of March 1929, which makes deportation for causes of poverty, or poverty and illness, the same as deportation for criminal offense, an equivalent to permanent banishment. Aliens who themselves are safe from deportation may, if in poverty themselves, see others of their family reported as likely to become public charges and deported, never to return, and be powerless to prevent it.

For all "public-charge" cases of poverty, and of poverty and ill-health, and of poverty and some other reason, the decision as to who shall be reported to the Immigration Service for deportation and who shall not, rests squarely with the charitable institutions and agencies to determine. No federal law requires them to report. It is voluntary and was designed to take from the community of citizens the burden of non-citizens whose care they wished presumably to throw back upon the country of which the aliens were still the nationals. For the protection of the alien, however, the federal law specifically states that communities may not unload such aliens after they have resided here five years. The wording in the law itself is capable of a variety of interpretations as the statistical reports of the commissioner-general of immigration amply show.

THERE is no uniformity of practice as to who is reported and who is not among the state institutions, the public "poor" officers, the hospitals, or among the private agencies. There would seem also to be an utter absence of basic social principle. The immigration inspectors do not go about seeking "whom they may devour." They act within the technical limitations of their function upon the cases which the agencies report. Some report with conscientious national pride all aliens, others refer the aliens direct to the poor-relief "public officer" whose system ultimately does the rest. Some refuse aid in order not to report. There are still others who do not suffer an atrophy of social conscience as soon as a non-American is involved, and who report only those for whom deportation would seem to offer some sort of helpful solution. It is doubtful, however, to what extent even these agencies appreciate the effect of the new deportation law. In ordinary times, relatively few aliens who have resided here less than five years and who fall into distress in that period are permitted by their friends, or their societies, to fall into the "public-charge" danger. The horror of deportation is a real one. And added to this is now that fatal feature of banishment.

The urgent question is, how is this machinery, backed by a general want of understanding as to the legal and the voluntary features of the law, going to work in these extraordinary times of wholesale unemployment into which our days have fallen? As winter creeps upon us, as the resources of alien families sink to the vanishing point, what consideration are the relief committees, special and regular, going to have toward them?

Have the people who have come here to make a home, who have passed the tests, and were regularly admitted, have these foreign-born no stake in this land regardless of the

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economic weather? They could not if they would, have become citizens in less than five years and ninety days. It is estimated that for the many thousands who have been here longer, causes for which they are in no way to blame have intervened to postpone and to prevent the acquisition of full citizenship. Are these, then, to be the forgotten folk of this great civil disaster? The answer rests not with the immigration service, but squarely with the social workers.

Nipping the Buds of Crime

By FREDERIC M. THRASHER

THE neighborhood forms the character of the growing delinquent child, and the neighborhood is the unit for effective crime prevention. Out of its careful integration of its findings with other recent data on the offenders, of truants and problem boys and their brothers, the Crime Commission of New York, through its Sub-Commission on Causes, has formulated a program with a minimum of theory and a maximum of realism which brings together the pertinent social forces of the neighborhood and integrates their efforts for crime prevention.

The recent report of the Sub-Commission, of which William Lewis Butcher is chairman and Harry Shulman research director, is a summary of its previous reports and an integration of its findings with other recent data on the etiolgy of crime. The report is entitled Crime and the Community: a Study of Trends in Crime Prevention. (It may be obtained from the New York Crime Commission at 244 William Street, New York.)

Careful investigations have demonstrated that "excessive juvenile delinquency and habitual criminality have their roots in well-defined neighborhood areas." In New York City there are no more than ten or twelve such areas which are breeders of crime. Yet in these areas there is no specific agency responsible for crime prevention. The Sub-Commission describes the formidable array of social forces organized to deal with children, but emphasizes the lack of machinery for focusing their efforts upon this problem.

What is needed, in the opinion of the Sub-Commission, is a "super-agency." Such an agency is the "neighborhood council." The next step is to develop a committee of this council "which should concern itself primarily with integrating all the neighborhood forces valuable in a program of crime prevention and in promoting the creation of agencies for this purpose where none exist."

It is the function of this committee "to give those concerned with individual and group betterment a clear picture of the neighborhood delinquency situation." Every problem child is to be registered with the committee and for each such child a case file is to be kept with a plan of treatment recorded. These records are to serve as guides for the integration of the preventive work of the various agencies. The committee will provide a "central machinery by which consultations will be possible among the various specialists dealing with an individual child." It will also act as a clearing-house for information upon the forces in the neighborhood which are harmful to children. It will know the constructive resources of the community whether they be for health, religion, education, spare time, or other activity. For operating such a committee "a small staff of exceedingly capable persons" is needed.

It is pointed out further that the "major requirement of a neighborhood crime-prevention program is an experimental point of view." This necessitates "willingness to measure results and to try new methods that seem to promise better results."

In addition to the plan for crime prevention the first section of the Sub-Commission's report includes summaries of its previous studies. The first study of the Sub-Commission, undertaken in 1926-7 and directed by Frederic A. Moran, dealt with the life histories of 145 men committed to correctional institutions and indicated that delinquent careers began as truancy and that offenders came from interstitial urban areas. After a preliminary study of 201 school truants these findings led to the investigation (1928) of 251 boys who were confirmed truants in 1920. The subsequent histories of these 251 truants indicate that 51 per cent of them later came to the attention of the police and the courts, 21 per cent becoming juvenile delinquents and 31 per cent adult offenders. Of the adult offenders, 17 per cent committed minor crimes, while 14 per cent were charged with serious crimes usually indicative of the professional criminal.

A STUDY of these cases of 34 environmental and behavior factors, such as extreme poverty, congested housing, broken homes, and lack of parental care, indicated no important differences between the truants who became adult offenders and those who did not with the possible exception that "boys who became serious offenders had worse criminal family backgrounds" than the others.

The inconclusiveness of this study of background and behavior factors supposedly responsible for crime led the Sub-Commission to make a "comparison of the histories and mental make-up of a series of pairs of blood brothers, one member of the pair to be perfectly normal in conduct as far as might be ascertained and the other brother to be a severe conduct problem or a juvenile delinquent." This study showed that members of the same family circle live in different environments as their varying intelligence, emotional stability, and other traits cause their acceptance by one social group and their rejection by others. The problem boys were found to be duller and more retarded in school and inferior to their normal brothers in grasp of school subjects. They were better, however, in mechanical abilities and even superior to an unselected sample of New York City school children in this respect. Property offenses of the problem boys were in all cases associated with other types of incorrigible behavior.

Courtesy Probation

The two studies of environmental factors in juvenile delinquency in New York were devoted to the types and extent of juvenile delinquency in given areas and to the analysis of social factors, par-

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ticularly those of recreation and spare-time pursuits of children in their relation to delinquency. The findings of the Commission indicate poor housing, congestion of population, gangs, the prevalence of employment in street trades, poor commercial recreation, and a small percentage of children reached by wholesome recreation. Direct causal relationships between these poor environmental factors and cases of actual delinquency were difficult to establish.

In addition to the area-studies in the city of New York two rural counties lying outside the influence of the larger urban areas, both with average crime rates, were studied.

The special study of the relation of the daily press to crime, under the direction of Raymond Moley, decries the influence of crime news in the "yellow" press and indicates that some form of censorship seems inevitable if some other method of curbing lurid presentations of crime details is not devised. The synopsis of recommendations on the prevention of urban delinquency includes a variety of topics and is rich in suggestions for crime prevention.

The second section of the Sub-Commission's report summarizes the trends in crime prevention, including in each phase of its discussion the findings of the Sub-Commission and comparing them with recent and current data throughout the country. In this way are discussed the theories of crime causation, delinquency careers, the social treatment of crime, delinquency areas, the social world of the child, the rôle of the school in crime prevention, and the relation of employment to crime.

THE fundamental strength of the Sub-Commission studies has been in part that they have viewed their problems in their relationship to the total structure and organization of group and community rather than in isolation and apart from the total fabric of social life.

The present report reformulates and emphasizes important principles usually neglected in development programs for children. For example, "the objective of a crime prevention attack must be the individual offender both as an individual and as a member of some group whose social code is at variance with a broader surrounding community"; nevertheless, "the greatest weakness in the case method is undoubtedly its inability to deal with that whole sector of a child's life that is dominated by his social relations with his own generation." The Sub-Commission might well have added that getting the boy out of his gang and then letting the gang "go hang" illustrates this common error in the prevalent method of treatment. Instead of dealing with the problem boy as a mere individual we should ask the question, What is happening to the other boys in his group—on his block? They are more important as a problem than any individual offender because they represent the social *milieu* which breeds problem boys. The Sub-Commission indicates that "in order to deal with groups, even with small groups, all the institutionalized resources of an area must be called upon. A gang, for example, cannot be dealt with through the chief tool of the case worker and the psychiatrist, namely, the interview. A group can be dealt with only through some program involving action and group behavior."

It is pointed out also that "the element in the slum which engages in crime is not the element that voluntarily comes to those agencies of social reform engaged in their educational program." A neighborhood program of crime prevention will stimulate the constructive agencies to a militant program rather than their present passive one—to reach out into a given block known to be a center of demoralization and to seek the pre-delinquent and the potential offender and his group rather than to wait for them to "join up."

Furthermore, the Sub-Commission has rightly emphasized the fact that "crime is not only a livelihood—it is an adventure. No program that cannot provide stirring interest can hope to compete with it. The immediate problem, then, is to find ways and means of interesting delinquent excitement cravers in wholesome activities."

AN interesting theory is advanced that the "problem of segregation is probably the crux of the entire crime problem and is certainly the key to the problem of thefts and assaults committed by offenders whose incipient criminal tendencies began in childhood." This process of segregation begins on the local block with differentiation by the better families in preventing their children from playing with boys regarded as inferior. These children form groups which feel themselves isolated and their experiences in school and with correctional agencies tend to continue this process. The finished offender is a result of a long series of processes of segregation whereby he has become more and more isolated from the formative socializing influences of group and community life.

It may be suggested here that the time is ripe for a demonstration of crime prevention including a continuing study of the problems of crime extending from five to ten years. Simultaneous demonstrations of this type might well be undertaken in various American communities following the lead of the health demonstrations which have pointed the way to disease prevention. In New York, for example, a given community which has a newly organized neighborhood council now seems ready for the development of such a project. In addition to a well-integrated group of social agencies, a research project of several years standing has developed extensive data on the problems of child adjustment in this area. This material would serve admirably as a basis for such a plan. Social agencies which are equipped to do substantial work along these lines, are interested. Under the circumstances, it ought not to prove difficult to provide the modest budget which would make possible a program that promises to reduce enormously the ultimate cost of crime.

Flop Houses

BY JUNE LUCAS

HARD benches edge the green parkway,
But when the night is surely come
Strange men I did not see by day
Stand in the murky shadows, dumb
With misery.

Dim lights swing high by dirty beds,
And from foul floors the stench of hell!
Men cover up their lousy heads
To hide the bitter tears that tell
Of agony.

What must night seem to such as these,
No friendly stars, no guiding moon,
Just darkness and the dreams that tease;
The bright dawn cannot come too soon
For homeless men.

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Their Fathers' Jobs?

By COURTENAY DINWIDDIE

THOMAS HAINES feet seemed to grow strangely heavier as he turned off Main Street toward Elm. The droop of his shoulders spoke more and more eloquently of dejection. The street lights were winning their daily battle with the afterglow in the West; Tom's mind, as usual, was full of home, the wife, and the three little Haineses who would shortly tangle up his feet as he opened the door. This was the hour when the wear and tear of his eight-hour elevator running had always been thrown off like a cloak, his step had been buoyant and the world a gladsome place. But for three months now Tom had feverishly read employment ads, tramped the streets, rung door bells, and haunted employment offices. He had reached the point where he just could not conjure up another smile for those faces that would be turned to the door when he opened it, or meet the question in Mrs. Haines's eyes.

Jack Williams was climbing the last flight of stairs to the tenement apartment where his mother and twelve-year-old sister Betty were waiting for him for supper. Tall, underweight, pale and nervous, he had, nevertheless, started bravely to work in a fur-storage plant last fall against his mother's wishes. She had insisted that she could "make out" on her widow's pension; that if necessary, she could get help from a social agency. All these pleas he had thrust aside. But some of the gilt was wearing off this business of doing "a man's job." Delivering packages, while not thrilling, did have some interest. But sitting in that cold room where he waited for orders made him shiver now to think of it. And then, too, he was getting a little more tired every night. Last summer he had avoided going to camp because he "couldn't keep up with the other boys on their hikes." And after all he was only fifteen. Jack's father died of tuberculosis.

Now we multiply Tom Haines by 3½ to 5 million. Add 15 to 20 million for dependent wives and children and you can begin to see the breadth of jobless tragedy, with winter not yet on us.

Over against all these unemployed set the hundreds of thousands of Jacks and Marys ten to fifteen years old, immature, unready, thrown into the surge of the competitive struggle for a livelihood that is the logical battle ground for a hardier manhood and womanhood. At what price? We can only guess when we see here a nervous boy with his hand chopped off the first day on his new job and there the man whose right to work as a fourteen-year-old lad in a cotton mill for sixty hours a week was successfully defended by able lawyers. When he was twenty years of age, a married man with one child, this was his own account of the benefits he got from the winning of his suit:

"I don't see that I got any benefit. I guess I'd been a lot better off if they hadn't won it. Look at me! A hundred and five pounds, a grown man and no education. I may be mistaken, but I think the years I've put in the cotton mills stunted my growth. They kept me from getting any schooling. I had to stop school after the third grade and now I need the education I didn't get."

"How was your growth stunted?"

"I don't know—the dust and the lint, maybe. But from twelve years old on, I was working twelve hours a day—from six in the morning until seven at night, with time out for meals. And sometimes I worked nights besides. Lifting a hundred pounds and I only weighed sixty-five pounds myself.

"You don't see many babies working in the factories, but you see a lot of them that ought to be going to school. I know one thing. I ain't going to let them put my kid sister in the mill."

THIS was in North Carolina, where even now over three thousand children under sixteen are exercising their "right" to work sixty hours a week in the cotton and woollen mills.

Consider the case of another million and a half children sixteen to seventeen years old who are at work. It would be a hardy soul who would dare say that a majority of these million and a half are mature enough or have sufficiently exhausted what the schools can give them toward a better equipment for life so that, for them, paid employment is the only logical step. This is especially true when so many adults are begging for work.

Wortman in The New York World

Babes in Toyland

The President of the United States has set forth among what should be the inalienable rights of childhood: "There should be no child in America . . . that is not free from injurious labor." And yet every year we allow thousands of children to go into factory work and various kinds of pick-up and dead-end jobs which offer no future and which often mean long hours, night employment, and accident hazards. Progress there has been, but it comes slowly—and sometimes from unexpected quarters. One of the most significant gains in protection for working children during recent years is the vote of the Cotton Textile Institute last October to eliminate night work between 7 P. M. and

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6 A. M. for women and minors under eighteen years of age.

We have even made it more or less of an American tradition that certain questionable types of work, which in other countries furnish employment for adults, are particularly adapted to children. Such, for instance, is newspaper selling. The tragedy of the present economic crisis will have served at least one useful purpose if it helps to take the glamor off the jobs of the "newsies" which, in reality, involve not only physical risks due to late hours, irregular meals, exposure to cold and fatigue, but often an early introduction to various forms of gambling, petty graft, thieving, and perverted sex practices.

The tramping army of unemployed is only the somber background that throws the employment of the growing child out into the illuminated foreground of the public stage where we can see his problem in all of its seriousness. It is no more of a crime now to thrust adolescent boys and girls out of school, or to allow them to hurry out to work for which they are unfit, than when times were good. It is merely doubly cruel, for it may cause suffering to the other fellow as well as to the child. This double cruelty is, then, a double challenge. When could there be a better time to strike hard to eliminate the employment of immature children than when there are adult workers in distress for lack of work? Great Britain already has taken a definite step in this direction by the vote in November in the House of Commons to raise from fourteen to fifteen years the age for leaving school.

In the United States a challenge was issued to the country last month by the Committee on Vocational Guidance and Child Labor of the White House Conference on Child Health and Protection. This Committee points out that although the most spectacular abuses of small children working in the mines and factories may have disappeared, there remains a serious problem of the widespread employment of half-grown children, still physically and mentally immature, in work that calls for adult poise and strength. After an exhaustive review of the child labor situation today the Committee reports that low wages, long hours, night employment, and industrial accidents are the lot of many employed children and recommends not only that protective measures be extended to children up to eighteen years, but that all children under sixteen be kept in school and out of industry. Surely this recommendation, based upon social and health considerations is given added weight by the present economic crisis. With millions of unemployed adults there can be no excuse for continuing to allow immature children, unprepared for industrial life, to leave school and go to work.

The legislatures in forty-four states meet this winter. Will they respond to the declaration of the White House Conference and take a million immature children out of industry?

Nurses Out of Work

By JANET M. GEISTER, R.N.

Decorations, courtesy Central Registry for Nurses, Inc., New Haven, Conn.

UNEMPLOYMENT in private-duty nursing has reached the greatest height in my knowledge or experience. One of the largest official registries in the country had in October 575 nurses on call daily and 57 calls for nurses. This is the story I have heard everywhere during the long field trips the past autumn. Until this year reports of unemployment have come mostly from the large cities, but now idle nurses are to be found everywhere. Actual figures are not available in many instances and we may have to discover our exact status, especially in large communities, if the present peak continues. Already one state is taking a census of unemployed nurses to determine what needs to be done, and a number of hospitals have announced that they will provide lodging for them.

Nursing has faced for some years the possibility of unemployment because of the unorganized, free-lance methods of private duty and because of the large number of student nurses graduated annually from more than two thousand training schools in the country. Several years before business took its down-hill slide, nursing was recognizing and studying the problem of unemployment. That there is a chronic state of unemployment among that vast majority of nurses who tend the patient at his bedside, has been accepted in nursing circles as an unfortunate fact for the past four or five years. But until recently no data were available.

In 1926 a study was made of 1409 private duty nurses in New York State (Hearsay and Facts in Private Duty). This covered a week in February when the load of sickness was heavy and the demand for nurses great; yet 12 per cent did not work at all, 53 per cent worked seven days without stopping, and 25 per cent worked three days or less.

Two years later a study of 3392 private-duty nurses in ten selected states was made by the Committee on the Grading of Nursing Schools which was spending the first two years of a five-year survey of nursing, in studying the problem of supply and demand. Among the graphic facts presented in this report (Nurses, Patients and Pocketbooks), is the picture of a private-duty nurse whose average working year is eight months and whose annual income is $1311, in spite of the fact that she charges from $6 to $10 a day for her services.

These figures illustrate one of the basic causes for unemployment in private duty; namely, the availability of the nurse. Sickness in the individual is unpredictable. We have no means of telling when we may sprain an ankle or take to our bed with influenza. We may not need a nurse once in ten years. But when we need her, we want her without a moment's delay. In this respect the nurse resembles the fire department, which must hold itself ready day and night against the time when a lighted cigarette sets afire our living-room curtains. But there is one notable difference. For

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whereas the fireman is paid equally for his service and for that inactivity which represents his availability, the nurse herself must go without income between cases. When the patient pays his $8 a day for a nurse, he is paying not only for her presence at his bedside but for the days she has spent waiting near her telephone for a call to duty. Viewed from this angle, $6 or $7 or $8 a day becomes a modest fee.

THE fact that sickness is not predictable is, I believe, one of three contributing causes to unemployment in the private-duty field, a condition for some years which, unlike unemployment elsewhere, has resembled closely the omnipresent poor by being with us always. The peak of nurse unemployment reached during the past year represents only the apex of a chronic condition.

The second cause probably is oversupply in private duty. Before 1917 there were not enough nurses and the problem was how to train enough to meet the needs. Then came the War, bringing in its train a great extension of hospitals. As the dramatization of the nurse's work caught the popular appeal, there was a rush of applicants to the hospital schools. Everyone "followed the leader," the whole movement giving impetus to the establishing of more and more schools. Within a decade, the conformation of nursing was entirely altered and there was a vast army of nursing schools. Hence, there now is a grave danger of serious oversupply. According to the figures of the Grading Committee in 1900 there were 160 medical schools and 432 nursing schools while in 1926 the medical schools had declined to 79 but the nursing schools had increased to 2155 accredited in their states. In 1900 there were 173 physicians and 16 nurses for every 100,000 persons in the United States, in 1926 there were 137 physicians and 141 nurses. And more than half (54 per cent) of the 24,389 graduate nurses studied in the survey and reported actively at work in 1926 were in private duty.

Many of these nurses go straight from training schools to the nearest large city, and as a result we have a faulty geographical distribution, with the big cities heavily oversupplied and many small communities without sufficient service. In New York State as a whole there is 1 nurse to every 425 persons while in the counties of New York and Ontario (near the city of Rochester) there is 1 nurse for every 210.

Even the student nurse inadvertently makes her contribution to the problem of oversupply. The Grading Committee has just published figures indicating that it is she who carries the nursing load of the hospital. Sixty-four per cent of the nursing in one thousand four hundred hospitals is done by student nurses, graduates being used for only 18 per cent. This use of the student automatically limits the field for the private-duty nurse whose work, therefore, is confined entirely to "special" duty, whereby her services are purchased by the day by one patient to whom she gives all her attention. The patient, in fact, cannot purchase nursing service in the majority of hospitals or through the majority of registries except for an eight-, a twelve-, or a twenty-four-hour day. And this fact, I believe, presents the third major cause of unemployment.

Private-duty nursing operates today on the free-lance, unorganized basis characteristic of fifty years ago. The nurse takes a case or rests a week between cases, as she chooses. She has the privilege of registering against certain types of work she dislikes, or of electing to do no nursing in the home and only day duty in the hospital.

This is in keeping with her whole tradition in nursing, which also demands continuous bedside care for the patient. Whether he is very ill and needs twenty-four hours of careful nursing, or convalescent and requires only a few hours a day, he must purchase nursing care by the day. If he cannot afford that he goes without. The nurse, who under the present free-lance method is powerless to go to him for a few hours a day, stays at home waiting for a call. And in many instances short-duration nursing of a skilled type is all that is needed. For styles in sickness have changed, the acute illness having almost superseded the long-time fevers of a former generation. Styles of living have altered, too. There is no room for a nurse in the small apartment; the patient perforce goes to the hospital.

Nursing has failed to adjust to this more compact life. There have been virtually no adjustments to needs in private duty except in the visiting nurse associations, in the experiments that now are being made in nursing by the hour in visiting nurse association and registry, and in general floor duty and group nursing in hospitals. At a period when every form of enterprise recognizes the necessity for organization, private-duty nurses go their individualistic way using the free-lance methods of their predecessors.

The nursing profession, it would seem, is thus faced with a problem that requires two courses of action. If unemployment in private duty continues many more months at its present peak, we must discover its focal points, presumably the large cities, and take action accordingly. And there is also the urgent need, recognized increasingly in the profession, to take the steps necessary to eliminate at their source the causes of unemployment.

AS a step toward opening new opportunities for private-duty nurses, a study in the use of graduate-nurse service is being made through headquarters of the American Nurses' Association. We are finding a definite interest on the part of hospitals in the use of a graduate staff as a substitute for the nursing school. We are finding hospitals that curb the number of students and shift the bulk of the nursing load to the shoulders of graduate nurses. These cases are rarities as yet. But they, together with magazine articles, reports, and other data constantly coming to our desk, show that the tide is turning for the graduate, private-duty nurse. Meanwhile, the nurses who are out of work are clinging to their courage. I have talked with many and have heard of many more who are drawing out their small savings, establishing credit, and doing remarkably little whining. They are looking to organized nursing to unravel the skein of their troubles. And nursing, I am convinced, will meet this confidence with action, will take emergency measures if these seem necessary, and will continue that self-study so thoroughly begun and without which constructive changes are impossible.

Nursing alone cannot change its functions or alter its services. It will need beside it at every step of the way the intelligent help of doctor, hospital, board member, and purchaser of nursing service if private duty is to change from free-lance methods to organized service, meeting the community's nursing needs which fall within its sphere, and secondly, if overproduction of nurses through the hospital schools is to be curbed in the near future.

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When Consumers Are Out of Work

By HORACE B. DAVIS

INCOMES of wage and salary earners in the United States outside of government and agriculture will be $8,500,000,000 less in 1930 than in 1929, Standard Statistics estimates. Obviously business is affected by this shrinkage of the market. In Germany, on the other hand, although this winter will undoubtedly see the number of unemployed persons rise above four million, a shrinkage of the market similar to that in the United States is not to be anticipated.

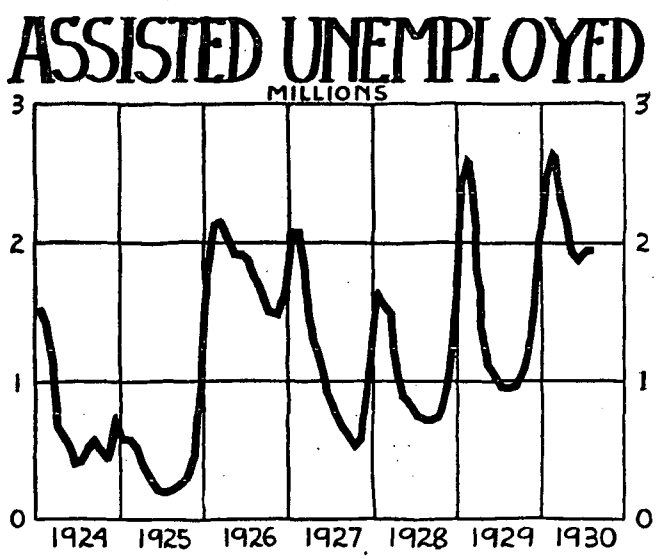
The accompanying diagrams show how little connection there is in Germany between unemployment and community purchasing power. First is a chart of the number of assisted unemployed, compiled from official figures. This is not the same as the total number of unemployed, which is sometimes as much as a million greater than the number of those assisted; the unemployed benefit is hedged round with certain qualifications which not all the jobless are able to meet. When the number of assisted unemployed increases, the number of unassisted unemployed appears to increase at an even faster rate. Thus the chart does not exaggerate, but rather understates, the fluctuations in unemployment.

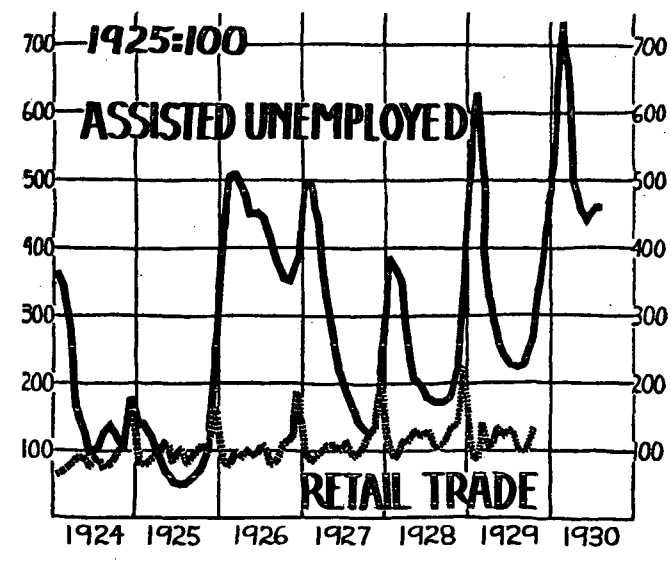
The figures are not strictly comparable for all dates, because changes in the law have been made from time to time. The most important change was the substitution of insurance for charitable relief in providing for the unemployed. This change became effective October 1, 1927. However, the unions have calculated that the great bulk of the unemployed have to get relief through charity if they don't get insurance, since the proportion of wage-earners able to carry themselves through even a few weeks of unemployment is not over 5 per cent. In this connection it must be remembered that the inflation swept away all savings and these have not been restored. The wage of even a skilled worker in Germany seldom exceeds fifteen dollars a week.

Unemployment shows a tendency to rise, even in the absence of a crisis, rather faster than population. But retail sales rise too, and fluctuate remarkably little from one year to the next, as the second graph shows. The unemployment line in this chart is based on the same figures as those used for the first chart, but they have been calculated as percentages of the average for the year 1925. The retail trade figures are also expressed as percentages of the average for that year. The original figures for this series were compiled by the Institute for Business Cycle Research, a semi-official bureau, which obtained from cooperative and private stores figures which it believed to be representative of the trend of purchasing power in the country as a whole. Note especially how purchases kept up in the depression year of 1926.

The tendency of sales to rise from year to year may be explained in part by the rise in wage rates, which has been continuous from 1924 to 1930. The index of unskilled weekly wage rates, taking 1914 as 100, rose from 109 in 1924 to 174 in the first quarter of 1930, though the rise now seems to have been checked. The index for skilled weekly wage rates was in 1924 only 101 per cent of pre-war, but had reached 154 by the first quarter of 1930. Retail prices have changed but little since 1924. Unions and employers agree in considering unemployment benefits one important factor in holding up wages, and that is a big reason why there has been such a terrific fight over the unemployment-insurance law in the last two years—a fight which still goes on.

Dr. Ernst Wagemann, director of the Institute, has recently published a book in which he adopts an eclectic theory of the business cycle, calling for multiple solutions. For one phase of the problem—the shrinkage of purchasing power that goes with unemployment—a partial solution is furnished, it would appear, by job insurance. However, other phases of the problem are more important. It is very doubtful whether a privately controlled financial structure, tolerating a considerable amount of cut-throat competition, can ever stabilize itself.





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Sampling the Social Work Year Book

THE Social Work Year Book, just published by the Russell Sage Foundation ($4.00), moves at once into that little collection of indispensable volumes which social workers keep on their desks. As a book of reference, however, its usefulness goes far beyond the profession. For the first time the public has between two covers authoritative information on all phases of social-work organization.

The Year Book has been two years in preparation. So many and complicated were the problems of scope, treatment, and organization of material, that the production of the volume at this time represents a definite editorial achievement. Subsequent volumes will be published biennially.

This first Year Book contains more historical material than will probably be found in later issues. It is not, however, a history of social work, nor an encyclopaedia of social problems. It is definitely a description of organized efforts in the United States to deal with social problems and conditions. Each descriptive article—and there are hundreds of them, by 197 distinguished contributors—delineates the field of which it treats, outlines the historical background and present status of organization within that field and discusses the events and developments of 1929 in relation to it. No problem or social condition is described unless some agency exists for its control, prevention, or study.

The second part, some two hundred pages, contains a descriptive roster of 452 national agencies. These are first listed alphabetically and then classified functionally. It is probably the most comprehensive list of the kind ever published, and though one may quarrel a little about the bases of selection which let in certain small informal groups and exclude certain large important ones, no one can deny that the list is invaluable.

The monumental task of compiling and editing the Year Book was entrusted to Fred S. Hall, assisted by Mabel B. Ellis. To advise him on the whole undertaking Mr. Hall called together a committee of seasoned experts, of which David H. Holbrook was chairman. The result of their labors is a stout volume of six hundred pages with the dignified appearance and meticulous attention to detail which characterizes the publications of the Foundation.

"Adoption . . . . was unknown to law [in England] until authorized in 1926."—*Ada R. Parker* in ADOPTION.

"Health authorities agree that an artificial pool if properly designed, equipped, and maintained, is far safer and more sanitary than any bathing beach."—*Arthur Morton Crane* in BATHING PLACES.

"Fifty-five clinics and bureaus are now operating legitimately in the United States [covering 23 cities and 13 states], dispensing contraceptive information to all persons legally permitted to receive it."—*Margaret Sanger* in BIRTH CONTROL.

"The number of societies for the prevention of cruelty to children is decreasing, and it is doubtful whether any new ones will be formed."—*Ray S. Hubbard* in CHILD PROTECTION.

"Of the twenty-one cities in the United States having a population of 300,000 and over, all but one have planning commissions."—*Flavel Shurtleff* in CITY AND REGIONAL PLANNING.

"At the meeting in 1929 of the Conference of Superintendents and Principals of Schools for the Deaf, it was voted to abolish use of the sign language in the classroom."—*Harry Best* in THE DEAF.

"When federal aid ceased [in 1929] for maternal and infant hygiene sixteen states appropriated amounts equal to or exceeding the combined federal and state funds of the preceding year for the continuation of child hygiene work."—*Blanche M. Haines* in MATERNAL AND INFANT HYGIENE.

"Heart disease stands at the peak of all causes of death in the United States registration area. . . . Among children from ten to fourteen heart disease is the main cause of death."—*I. C. Riggin* in HEART DISEASE.

"Cheap government credit for the promotion of improved housing for wage-earners is proposed from time to time in Congress and in state legislatures. Most of the leading countries of the world have such legislation, but in this country it has never received sufficient backing to overcome the opposition of real-estate interests and taxpayers."—*James Ford* in HOUSING.

"In spite of all public and private efforts for accident prevention there are probably more accidents in industry today, in proportion to man-hours worked, than occurred ten years ago."—*Fred M. Wilcox* in INDUSTRIAL ACCIDENTS.

"At the basis, therefore, of the modern program lies the fact, apparently proved by work already done, that feeblemindedness in the social sense, as distinguished from intellectual deficiency, can frequently be prevented and even cured."—*Stanley P. Davies* in MENTAL DEFICIENCY.

"About 1300 prisoners, more than two thirds of the prison population [in San Quentin] were reported as taking one or more [correspondence] courses in 1929."—*Hastings H. Hart* in PENAL AND REFORMATORY INSTITUTIONS FOR ADULTS.

"The principle of paying wages to prisoners is now recognized in the legislation of forty-one states."—*E. Stagg Whitin* in PRISON LABOR.

"One of the most recent attempts to circumvent the restrictions of small-loan laws is the practice known as salary buying. The lender makes a pretended purchase at a discount of wages which have been earned but not yet paid."—*Leon Henderson* in SMALL LOANS.

"Farm women in many states also enjoy the benefits of summer rest in vacation camps conducted under the auspices of state university extension departments and the United States Department of Agriculture."—*George D. Butler* in SUMMER CAMPS AND DAY OUTINGS.

"The bulk of the money available for community recreation service comes from public funds. In 1929 this amounted to about 84 per cent of the total."—*Arthur N. Williams* in PARKS, PLAYGROUNDS, AND RECREATION CENTERS.

"It was estimated in 1929 that there were something like a thousand industrial establishments, employing about a million and a half wage-earners, which had works councils, shop committees, industrial assemblies, or other cooperative plans for giving employes some degree of self-determination and self-government on their jobs."—*William M. Leiserson* in PERSONNEL ADMINISTRATION IN INDUSTRY.

"At present there are about eight hundred policewomen employed in about two hundred and fifty communities, chiefly urban."—*Helen D. Pigeon* in POLICEWOMEN.

"The extent and significance of mental diseases in the United States can be judged in part by the fact that at least one half of the approximately 800,000 hospital beds now to be found in this country are set aside for the mentally ill."—*William C. Sandy* in MENTAL DISEASES.

"In 1926 there were thirty-six [labor] banks, with total resources of $126,000,000, but in 1929 the number had declined to twenty-two, with resources amounting to $108,000,000."—*John A. Fitch* in ORGANIZED LABOR.

"Eighteen states and the federal government attempt to keep in touch with paroled persons by correspondence alone. . . . Illinois is the only large state which [prior to 1930] had made an approach to adequate provisions for this work."—*Clair Wilcox* in PAROLE FOR ADULTS.

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Unemployment

Beginning Now

EVERY employe of the General Electric Company, from the president to the office boy, who is working more than half time will contribute one per cent of his December wage to the company's unemployment fund. These individual contributions will be matched dollar for dollar by the company. In view of the current emergency, the original provisions of the company's new unemployment insurance plan have been waived, so that payment of unemployment benefits may begin this month, instead of waiting for the expiration of a six-months accumulation period. Approximately 35,000 employes have been paying into the fund which, on December 1, totalled $350,000. A substantial number of contributing employes have been laid off for lack of work, and under the rules of the plan they could not be assisted at this time. Under the emergency ruling, payments will be limited for the present to a maximum of $15 a week, instead of $20 as provided by the plan (see The Survey, December 1, page 245). If the present situation continues, the one per cent collections will be repeated in January.

For Good Times and Bad

A PERMANENT state and county organization to deal with unemployment not only as a current emergency but as a continuing industrial hazard has been set up in Ohio. The growth of the organization and its functioning are described in a report which has just been published by the Department of Commerce. Last November the governor of Ohio called a conference of all heads of state departments to formulate plans for speeding up public works. At the same time, mayors of all important cities were urged to report to the governor the amount of work which could be put under contract at once. Third, county organizations for administering relief were set up, utilizing the services of nine state-wide organizations representing industrial management, labor, agriculture, and commerce. A limited number of copies of the complete report are available for free distribution (Division of Public Construction, Department of Commerce, Washington, D. C.)

Lincoln's Way

ONE of the first of the smaller cities to take such a step, Lincoln, Nebraska, announces the establishment of a free employment service which will not only endeavor to connect men and jobs, but at the same time carry on an educational campaign in favor of local stabilization of production (and hence of employment). The effort is a cooperative one. Louis W. Horne, executive secretary of the Community Chest, is to work part time for the next four months in establishing the service, with the assistance of the employment secretaries of the Y.M.C.A. and the Y.W.C.A. A full-time clerk has been assigned to the service by the City Hall, and also a city employe who will give full time to securing work for the unskilled. Three of the welfare agencies have given funds to provide a director for the woman's division.

Donahey in The Cleveland Plain Dealer

"Daddy will find work somewhere!"

How Not to Economize

IN a time like the present, warns Dr. Thomas Parran, Jr., New York State health commissioner, it is folly for a community to try to cut down expenses by curtailing its public health program. When hard times come, there is inevitably a sag in well-being, as overcrowding in living quarters, exposure, and lack of adequate food lower people's capacity to resist disease. It is a time to speed up health and welfare activities, to offset, so far as is possible, conditions which make for such tragedies as an increase in tuberculosis and in pneumonia among babies. "Sickness and death rates will be high," Dr. Parran declared, "if communities look upon their programs of public health, medical and social service as luxuries for times of prosperity, but to be curtailed when revenues are low. Signs are apparent already in a number of directions of curtailed public health programs; instead of this there should be an increase in the scope and efficiency of such activities because of the added needs."

Seeking Ways Out

TO consider permanent methods for combatting unemployment through governmental and private agencies a conference has been called by the American Association for Labor Legislation to meet in Cleveland, December 29-31. Reports will be made by heads of state and municipal groups, bringing out the accomplishments and the limitations of community unemployment committees. Other sessions will consider the effects of industrial change on unemployment, unemployment and employment statistics, immediate problems in unemployment legislation.

Three useful publications are offered by the Department of Manufacture of the Chamber of Commerce of the United States. The first is a statement on emergency employment, outlining the campaign carried on in Wilmington, Delaware, since the middle of October to produce work in that area. The other two bulletins set forth "the manufacturers' stake in regular employment," and give accounts of going experiments in making work regular. These efforts are of two sorts: avoiding marked seasonal fluctuations in output through planning and scheduling production; developing personnel policies designed to reduce unnecessary labor turnover.

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Ways and Means

PHILADELPHIA'S Committee of One Hundred on Unemployment has, under the leadership of Jacob Billikopf and Karl deSchweinitz, extended itself to a membership of more than four hundred, a cross section of responsible citizenry. Horatio G. Lloyd, of the firm of Drexel and Company, heads the Committee on Unemployment Relief and is actively engaged in gearing up the machinery to meet the emergency needs of the 125,000 men and women who, the committee estimates, are without employment and at the end of their resources.

DENY it as they may in the face of the returns, many chest people went into the fall campaigns none too sure of the outcome. It was the first real test of the chest plan under conditions of general financial and industrial depression. The result, as shown in the next column, warrants satisfaction for everyone concerned. The eighty-three chests with comparable figures from last year show a total increase this year of 8.4 per cent, while the ninety chests thus far reporting this year have passed their goals to the extent of 101.4 per cent. The increases, it will be observed, are not limited to any one type, size, or location of city but are spread generally over the entire list. Returns from several cities that were in the thick of their campaigns when these figures were compiled will, when added, change the totals but not the general favorable picture. Cleveland went out for $4,650,000 for the budget and $750,000 for a special emergency fund. It topped both goals with $18,524 to spare. Atlanta over-subscribed its goal of $398,000 by $15,000, Columbus its goal of $751,648 by $100,906 and Baltimore its goal of $1,055,000 by $37,000. St. Louis set a bumper budget of $2,200,000, but while it raised $130,000 more than last year it still fell $70,000 short of its goal.

THE National Board of the Y.W.C.A. called to New York recently representatives of local associations from all over the country to take stock of just what the organization could and should do. Subcommittees conferred on the relation of the Association to the entire situation and brought findings which were of necessity in the form of general recommendations, since the National Board has no power to impose procedures on the individual Associations. The recommendations urged vigilant maintenance of standards within the organization and in its relation with community programs, close cooperation with local committees engaged in emergency activities, and the extension of all Association facilities to unemployed girls with the cost met by funds outside the budget. Each Association is expected to carry on its emergency service in line with community needs and practices, but each is urged to develop this service on the whole front of the Y.W.C.A. program, and not at the expense of any part of it; and to finance all relief, not by accumulating a deficit, but by special funds raised in each community for that express purpose.

THE Beneficial Industrial Loan Corporation has set aside a special fund of $100,000 to be lent, without interest or other charges, by its two hundred local offices throughout the country, to responsible wage-earners with families who are now out of employment. Loans will range from $10 to $50, to be repaid in small monthly instalments when employment is resumed. The Corporation worked out the project with the advice of national welfare agencies. Loans will be made only on the recommendation of local family-welfare societies and no security will be demanded. Repayments will revert to the fund for relending.

CHICAGO counted its needy unemployed through the public schools and found a total of 30,933 families who claimed immediate distress and were classified as emergency cases. Inability to pay rent was found to be so pressing that the State Commission on Unemployment has (*Continued on page* 351)

Community Chest Gains

90 Campaigns to November 24 Show an Increase of $1,754,971

City	*Raised for* 1930	*Raised for* 1931	*Goal for* 1931
Akron, Ohio *b*	$ 659,376	$ 630,000*	$ 573,000
Albany, N. Y.	400,084	382,040*	378,075
Alliance, Ohio *c*		66,500†	59,480
Ann Arbor, Mich.	63,841	57,741*	62,000
Attleboro, Mass.	47,387	44,955	44,095
Aurora, Ill.	116,116	123,439*	116,800
Batavia, N. Y.	38,000	32,000	35,000
Battle Creek, Mich.	80,238	102,959*	102,309
Bedford, Ind.	12,000	18,300	18,473
Beloit, Wisc.	37,500	62,500	37,000
Bellingham, Wash.	63,200	64,414	64,400
Berwick, Pa. *a*		25,660	23,560
Bridgeport, Conn.	397,000	440,498	427,800
Brockton, Mass.	138,317	129,473	140,000
Corning, N. Y.	50,000	52,700	54,000
Decatur, Ill.	90,049	108,000	125,800
Des Moines, Iowa	281,596	298,000	289,000
Detroit, Mich.	3,360,000	3,600,329*	3,650,000
Downington, Pa.	15,123	13,758	14,793
Duluth, Minn.	280,283	283,000*	278,000
Elkhart, Ind.	45,773	50,075	43,186
El Paso, Texas	145,000	151,000	168,000
Fort Wayne, Ind.	196,018	151,300*	185,840
Gloversville, N. Y.	69,000	68,500**	75,000
Grand Forks, N. Dak.	27,385	27,500	27,300
Great Falls, Mont.	59,980	60,863	60,783
Green Bay, Wisc.	28,794	32,626	35,815
Hamilton, Ontario	123,625	112,000*	123,045
Holyoke, Mass.	114,169	117,977	117,739
Huntington, W. Va.	77,217	84,000*	98,000
Indianapolis, Ind.	751,260	890,000	865,000
Joplin, Mo.	48,950	46,607	62,197
Kansas City, Kans.	118,500	126,000	129,800
Kansas City, Mo.	1,088,981	1,148,478*	1,115,000
Kenosha, Wisc.	100,157	150,920	150,000
Lansing, Mich.	204,000	192,000	213,500
Lewiston, Idaho	13,049	15,000	15,000
Lima, Ohio	100,000	100,000	116,545
Lincoln, Neb.	146,219	150,320*	149,240
Little Rock, Ark.	210,130	247,000**	245,000
Lowell, Mass.	158,744	170,717	161,400
Lynchburg, Va.	78,244	64,965*	79,159
Madison, Wisc.	104,776	112,092	111,826
Mason City, Iowa	52,520	51,820*	50,000
Milwaukee, Wisc.	1,121,092	1,234,000	1,130,142
Minneapolis, Minn.	1,309,969	1,551,000	1,431,000
Mishawaka, Ind.	30,929	31,254	35,000
Montreal, Canada	659,471	669,516	660,000
Negaunee, Mich.	5,000	5,000	5,000
New Brunswick, N. J. *c*		117,298**†	117,298
Newburgh, N. Y. *b*	83,095	54,432	54,000
New Haven, Conn.	634,807	735,041	669,790
Niles, Ohio	22,500	29,100*	25,000
Northampton, Mass.	30,457	30,006	32,500
Oklahoma City, Okla.	285,489	375,489	374,440
Omaha, Nebr.	442,427	473,000	459,685
Ontario, Calif.	11,050	12,000	15,000
Orange, N. J.	484,878	530,480	495,480
Pawtucket, R. I.	137,908	136,159	146,890
Pensacola, Fla. *a*		26,500	40,000
Pittsfield, Mass.	133,041	154,144	125,712
Portland, Maine *c*		207,000†	202,700
Portland, Ore.	599,908	705,000	705,308
Racine, Wisc.	104,161	108,500	110,000*
Richmond, Ind.	58,870	82,878	75,000
Richmond, Va.	490,000	575,000	572,000
Roanoke, Va.	139,013	142,084*	162,911
Rockford, Ill.	180,000	200,051	195,000
St. Paul, Minn.	705,769	718,500	718,000
San Diego, Calif.	263,533	241,259	270,734
Sandusky, Ohio	48,880	44,420*	49,743
San Jose, Calif.	149,583	150,914	149,613
Scranton, Pa.	673,327	672,867	672,827
Seattle, Wash.	704,832	745,184*	741,000
Sharon, Pa.	95,720	117,405*	110,376
Shreveport, La.	114,505	146,611	114,546
Sioux City, Iowa	166,418	175,000**	198,319
Sioux Falls, S. Dak.	41,623	43,000*	47,000
South Pasadena, Cal.	26,000	22,000*	28,500
Spartanburg, S. C.	39,437	30,406	41,299
Springfield, Ill.	173,194	181,166**	178,602
Springfield, Mass.	354,000	400,000	380,000
Springfield, Ohio	185,831	186,500	185,000
Texarkana, Ark.	44,982	53,500	48,000
Watertown, N. Y.	117,055	117,371*	116,990
Waynesboro, Pa.	22,914	22,555	21,800
West Chester, Pa.	45,506	44,000**	46,540
Whiting, Ind.	20,741	33,000*	25,000
Wichita Falls, Tex.	68,660	75,224*	69,600
Worcester, Mass.	450,845	546,071	450,000
Total, 83 comparable chests	$20,927,550	$22,682,521	$22,324,267

* Incomplete.
** Approximate.
† First Campaign.
a Not included in totals; 1930 amount raised not known.
b Not included in totals; chest reorganized on basis which makes 1930 and 1931 noncomparable.
c Not included in totals; first campaign for 1931 funds.

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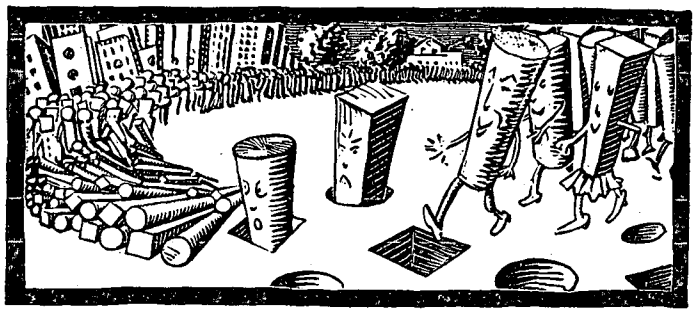


SOCIAL PRACTICE

Chicago Spikes the Baby Farmer

BABY advertising, either to get them or to give them away, is on the down grade in Chicago. After twelve years of juggling with a law with few teeth in it, the social agencies, through the Joint Service Bureau which serves as a center of information about child-caring facilities in Chicago, have developed a working plan of cooperation with the four leading newspapers, which effectually spikes the baby farmer and the baby exploiter. The Bureau first undertook to investigate for the newspapers all homes advertising for children to board. Later the Child Welfare Division of the Illinois Department of Public Welfare, under the licensing power granted by law, assigned a worker to the investigations while the Bureau remained the medium of contact with the papers. About four hundred investigations a year are made with about a third of them approved.

The newspapers now refer to the Bureau not only all advertisements to board children but also all persons proffering advertisements pertaining to adoptions. The Bureau then directs these persons to the social agencies equipped to deal with them most effectively.

Thus the main avenue of securing children has been closed to the baby farmers. The fact that the law does not cover one-child boarding homes tends to make the service less effective, but a constant effort is made to check on individuals who obviously seek to evade the licensing requirement. The newspapers cooperate in this by reporting all one-child boarding-home applications to the Bureau as well as the advertisements to board children in numbers. The papers now not only refuse advertisements disapproved by the Bureau but make a substantial contribution each year toward its support on the ground that its service safeguards their advertising.

The Bureau, which is directed by Bertha Hosford Butler, is steadily extending its service under the present plan, and anticipates eventually the transfer of the whole responsibility to the Child Welfare Division of the Illinois Department of Public Welfare.

Reform by Ultimatum

WITH emotional storm and stress the Midnight Mission of Los Angeles has accepted the ultimatum of the community and has reformed itself. For thirty years "Brother Tom" Liddecoat has operated this typical refuge for the down and out. He welcomed all applicants to his door without question, fed them, gave them a "flop," and saved their souls when he could. The community respected his sincerity but questioned the physical aspects of his establishment. Came a day when the Mission's board of directors faced the united front of the Community Chest, the Social Service Commission of Los Angeles, the Bureau of Housing and Sanitation, and the Health, Fire, and Police Departments. Terse orders and polite suggestions all meant the same thing, "Clean up or close up."

"Brother Tom" had his following, large and influential, which, with newspapers and radio stations, rallied to his defense. The very air was filled with protestations and imprecations. But the ultimatum stood and the clean-up began. Mrs. David R. Covell, an experienced social worker, was put in charge of the social-welfare division. "Brother Tom" was advanced to the presidency and given exclusive direction of religious activities. The Mission was scrubbed, painted, and aired, and a battery of shower-baths installed. Double-tiered metal beds supplanted heaps of ancient newspapers in corners. Three hot meals a day took the place of the midnight handout. Applicants were indexed and their work qualifications listed. They were bathed, doctored if diseased, provided with new clothing, and put to work.

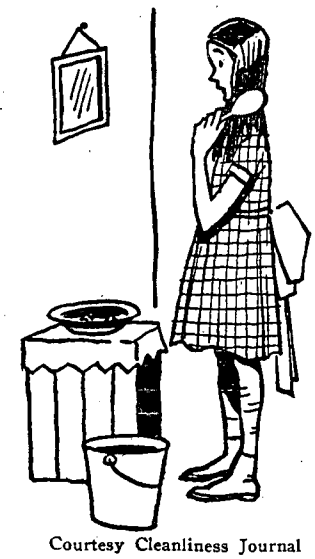
The exodus of old residents, some of whom had made the Mission their hotel for years, was immediate and articulate. But the Board stood firm and the work went on till standards were met and the institution gained official approval. Today even the die-hards admit that the new regime is a success. More than 9600 men came to the Mission last year and were given decent shelter and intelligent assistance. From a social sore spot the Mission, one of Los Angeles' oldest charities, has been rehabilitated into an upstanding member of institutional society.

The Murder Curve

HOWEVER the prosperity curve may be behaving these bleak days of depression, at least one curve reflecting present conditions in American life is on the rise. It is the murder curve. A murder chart, prepared by J. Edgar Hoover, director of the Bureau of Investigation of the Department of Justice, based on returns from fifty-eight cities with a population of one hundred thousand or more, shows that the daily average of murders throughout the country rose from three a day at the beginning of the year to five a day in September. Among the cities Chicago has the doubtful honor of leading off with 282 murders in the nine months, an average of about one a day. Philadelphia, with 109 murders, comes second, and Detroit third with 104. The number of murders dropped slightly in February, shot up abruptly in March, declined in April and May, and then climbed steadily to new peaks for the year. The general crime curve, reflecting "all offenses known to the police," followed the murder curve. After a "low" in April and May, it began a gradual rise which has since had no interruption.

Orphans of the Carolinas

THE orphan asylum still flourishes in North and South Carolina and the more progressive methods of child care, mothers' aid and boarding out have made comparatively little impression on the whole problem of dependent children. The Duke Endowment, which includes child care in its purview, sets forth in its current year book a careful statistical study of the existing methods in both states of caring for dependent children. Forty-two institutions, thirty in North Carolina, and twelve in South Carolina, turn to the Endowment for assistance and supply it with essential facts about themselves. These institutions form an interesting com-



Courtesy Cleanliness Journal

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posite including as they do in their auspices twenty-three religious groups, nine community, four fraternal, one state, and three county. They have a capacity for 6457 children and during 1929 cared for 7028 children, an increase of 144 over the preceding year. Of these 7028 children, 25.9 per cent were full orphans, 16.2 per cent were motherless, 42.9 per cent were fatherless, and 15 per cent had both parents living.

Against this institutional regimentation mothers' aid makes a poor showing. Through nine institutions in the two states, eighty-six mothers with 461 children received assistance. North Carolina estimated its mothers' aid subsidies to some eighty counties at $60,000. No figures on the numbers so aided are given. South Carolina, as a state, does not do any mothers' aid work.

Boarding- and foster-home care is making slow but steady progress in these two Southern states. In 1927 only six institutions in the two states supervised children in foster homes. In 1928 the number grew to thirteen and in 1929 to twenty-three. The number of children placed out last year by these institutions was 474, ten more than the preceding year. North Carolina, through its State Department of Welfare, is making progress in foster- and boarding-home care, 421 state wards having been cared for in this way last year. Thirty-five of the one hundred counties have some provision for this type of care. South Carolina offers no figures in this category.

A Lucky Accident

BY the merest chance the Bureau of Charities of Brooklyn, N. Y., has discovered a new and profitable kind of employment for blind and almost blind girls. For years the Bureau has operated a rug-weaving shop where the girls earned $6 to $8 a week. Not long ago it became necessary to move this workroom temporarily into quarters in a building with a large business firm doing much direct-by-mail advertising. In the stress of a hurry-up job this firm offered the blind girls overtime work inserting catalogs in envelops. Their deft fingers were so swift and their satisfaction in the new occupation so evident that the firm offered the director of the weaving room all its work of this kind. One customer led to another, and presently the director found that the letter shop was taking most of the girls' time, with the looms serving only to fill in odd hours. Since mail must be addressed as well as inserted, crippled girls were brought in for that part of the work. The Bureau continues to pay the small overhead as it did when the girls were engaged in weaving and all the profits are divided among the workers. The girls now earn from $15 to $20 a week and find, their director reports, much more interest and incentive in the new work than in the old. The American Federation for the Blind says that, so far as it knows, this is the first project of its kind.

Social Work in Rural Virginia

EIGHT years ago the State of Virginia authorized by statute the organization of county units for public welfare work. That was all very well for large and prosperous counties but the small and relatively poor rural counties found their funds too limited to provide for the trained supervision that would make their expenditures effective. Four counties, Caroline, King George, Spotsylvania, and Stafford, have found a way out by setting up a joint unit for poor relief with a trained worker in charge. Each county has its own board of public welfare which elects a representative to a joint board which in turn employs and directs the professional worker. Each county budgets $600 for the salary and traveling expenses of the worker. This is the only joint fund. All relief funds are handled by each county for itself. The worker's salary may be from $1800 to $2000, with $400 to $600 for transportation.

Reports and Studies

OLD AGE SECURITY. *The Report of the New York State Commission. Published as Legislative Document (1930) Number 67. J. B. Lyon Company, Printers, Albany, N. Y.*

The exhaustive study on which was based New York's Old Age Relief Law which begins operation on January 1. It covers the history of old-age relief legislation in this country and elsewhere and analyzes the reports of commissions in other states that had previously investigated the subject.

JUVENILE DIVISION OF THE MUNICIPAL COURT OF PENNSYLVANIA. *A report by the Bureau of Municipal Research of Philadelphia, prepared by Joel D. Hunter and Annabel M. Stewart. Published by the Thomas Skelton Harrison Foundation of Philadelphia. Free.*

This is the sixth of the Foundation's exhaustive surveys of municipal courts. A meticulous measurement of the actual functioning of the juvenile court in relation to its ideal set-up.

POST-WAR PROGRESS IN CHILD WELFARE. *The Annals of the American Academy of Political and Social Science. September 1930. 3622 Locust Street, Philadelphia. Price, $2.00.*

Twenty-six articles by specialists in their fields discussing the changes and the gains of the past ten years. The volume, paper bound, is edited by J. Prentice Murphy and James H. S. Bossard, Ph.D.

PUBLIC WELFARE ADMINISTRATION IN LOUISIANA, *by Elizabeth Wisner. Published by the University of Chicago Press, Chicago, Ill. Price, $3.00.*

An effort to unwind the skein of welfare administration, tangled through six changes of government, law, languages, and customs within the period of one hundred years. Most interesting for its historical examination of institutional development in a state which annually appropriates its largest sum for welfare purposes but which still remains in the backwaters of progress.

The joint board expects this worker to do her duty, for the four counties, "with two hundred miles of hard-surfaced roads and a splendid network of improved roads," anticipate for their poor-relief service "the constant supervision of a trained worker . . . not to mention the advantages of having the worker do probation, school attendance, and other work necessary in handling dependency, defectiveness, and delinquency."

Old-Age Relief Moves On

DELAWARE is girding itself for a new effort for old-age relief, an effort which, if successful, will release Alfred L. duPont from his role of angel to the aged. When the Delaware Legislature rejected, two years ago, an old-age-pension plan, Mr. duPont, fired with indignation, launched a plan of his own. He listed fifteen thousand aged persons whom he found to be in need of assistance and out of his own pocket provided for them monthly allowances ranging from $5 to $10. A rough-and-ready calculation indicates that this gesture of generosity, plus impatience, has cost Mr. duPont about $270,000.

Delaware, blessed with an income so far in excess of expenses that its state debt is approaching the vanishing point, now finds itself in a more generous frame of mind toward its dependents. Its governor, C. Douglas Buck, has accordingly commissioned Mr. duPont, Dr. Charles L. Candee, and John S. Rossell to restudy the pension project, recount the probable pensioners and prepare a bill for the next legislature.

Michigan's State Commission on Old Age Security and New Jersey's Pension Survey Commission have both held public hearings and are advancing toward a report and recommendations for the next terms of their legislatures. Idaho, Wyoming, and Pennsylvania are still in the agitation stage with the probability that the next legislatures will take some action.

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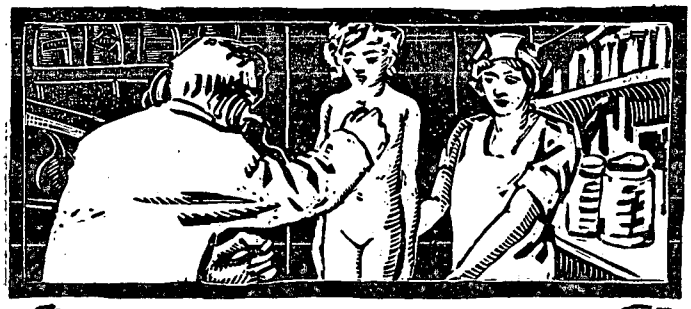

HEALTH

Forestalling Tuberculosis

BOSTON, being the fortunate possessor of seven municipal health centers, has been able to decentralize its tuberculosis clinics under the Department of Health in these and other municipal buildings so that patients need not travel far. As a part of the preventive work centering about these centers, a great effort is made to examine all children who are or have been in contact with cases of tuberculosis. In all the units but one, the roof has been equipped so that it can be used for "roof service" for thirty children under school age from homes in which there is tuberculosis. The children stay all day, clad in sunsuits, absorbing sun through special glass or getting light treatment from mercury quartz lamps on dark days. Special attention is directed toward their food and health habits and charts are kept to be taken up with the mothers at monthly meetings which the mother or guardian is required to attend. Children whose parents will not cooperate by bringing them regularly and promptly and attending the meetings, are excluded since it is felt that the expense of caring for a child is not warranted unless the family will accept and use the education in health that the plan provides. Each roof is staffed by a cook and a helper, who work under the supervision of the dietician, and three nurses from the department of health, while medical supervision and service is accessible through the health unit downstairs.

In Montreal, Canada, thirty children from homes infected with tuberculosis have been sent at the expense of the provincial bureau of health to foster homes in the mountains about forty-five miles from the city. So encouraging has the result been that the provincial legislature has appropriated funds for a continuance under a "child family-placement service" under the provincial bureau of health.

Medical Care for 34,000 People

HOW the Endicott-Johnson Corporation, in Binghamton and nearby towns of New York State, provides medical service for its fifteen thousand workers and their families is the subject of a study by Niles Carpenter, just published by the Committee on the Costs of Medical Care (910 Seventeenth St., N.W., Washington, D. C., copies of abstract on request). Just short of $900,000 went into the service in 1928, the year under study, to pay the costs of three medical centers maintained by the service, and outside hospital care when necessary, of the services of physicians, specialists, nurses and dentists, laboratory services, and other items involved in the care of some thirty-four thousand people. This number represented 94 per cent of those eligible for care. No charge is made to the patient except for orthopedic supplies and eye-glasses, for which he pays at cost unless he is financially unable.

These workers, the study found, called a doctor more often and with less delay in time of illness than did their neighbors in similar circumstances who knew that there would be a bill to pay. They profited more often by hospital care and specialists' services, but there was no significant difference in the duration of illness in the two groups. Through the economies of large-scale organization, this complete medical and hospital service was provided at an average per capita cost of $21.81 a year for those eligible for care, and of $25.49 for those who required it. Physicians' salaries and the fees paid to outside physicians amounted to approximately $200,000, or $5.69 per person per year. In quality, the report concludes, the service "has placed itself definitely on the same plane of professional competence as private practice." While incomes of the physicians on its staff are not as large as the largest reported by independent physicians in the community, they are not as low as the lowest range of outside doctors, and are, in general "moderate but substantial." In addition to providing Endicott-Johnson workers with more extensive medical care than they would get for themselves, the service, the report believes, has been of general benefit to the community and has added a substantial amount to the incomes of independent physicians and hospitals in the district.

On the Trail of Typhoid

HOW typhoid fever follows the itinerant workers in fruit and vegetable crops and cattle-raising has been the subject of a special study by the district health officer of San Joaquin County, California. Between January 1, 1923, and August 1, 1930, two thirds of all cases of casual typhoid reported in the county were among day laborers. More than a third of these cases, in turn, were traceable to sources outside the county, or "imported" through the itinerant worker. As tentative suggestions toward controling typhoid fever under difficult circumstances of temporary labor camps and wandering workers, four suggestions are made: local support of the camp-sanitation division of the state housing and immigrant commission in securing better sanitation of labor and auto camps; close supervision of typhoid convalescents and carriers; education of laborers in self-protection from sanitary hazards of certain well-known typhoid areas and in the value of immunization; and free immunization, well advertised at labor headquarters, employment bureaus, and lodging houses. Since 1924, with the cooperation of the U. S. Public Health Service and the State Hygienic Laboratory, the county health department has given the complete immunization treatment to 5450 itinerant workers in one district, and partial treatment to at least as many more. Not a single case of the disease has developed among those who have had the full three doses (or indeed, two) within a five-year period.

From the New Jersey State Department of Health comes the suggestion that typhoid carriers whose usual occupation is such that they cannot continue it without endangering others (such as domestic service or the handling of food, for example) and who are unable to find other ways of supporting themselves, should be pensioned or provided with maintenance in a suitable institution.

School Windows

DURING the past year twenty-seven Detroiters, aged from eleven to fourteen, have been learning their lessons in a schoolroom with windows of a special glass which transmits ultra-violet rays. Recently the Detroit Department of Health made a careful study of them and worked out a health score for each, to compare with the scores of thirty-six schoolmates of like age who had been spending their school time behind windows of ordinary glass. When the two sets of scores were averaged and compared, it was found that those who had had the ordinary windows came out a little ahead. The difference

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was so slight that it seemed probable that if a larger number of children had been studied, there would have been no difference at all. In other words, under the circumstances prevailing in a Detroit schoolroom, the special glass could not be seen to affect the physical condition of the children in any perceptible way detectable through these detailed examinations.

What Doctors Give and Patients Pay

REPLYING to questionnaires sent out by the Medical Society of Milwaukee County, 125 doctors reported that they had cared for an average of 93 non-paying patients apiece in their private practice in 1929. At usual rates, this free service represented an average of $1024.72 per doctor. Reports from 89 physicians who had clinic appointments showed that they had given an average of 34 days of free service apiece during the year. On the basis of these and other figures, the Society estimates that its members treated 57,000 patients without charge in their private practice in 1929; and that the value of these services and of those which they gave in the hospitals and clinics, at regular medical rates, was $1,300,000 for the year.

From the Committee on the Costs of Medical Care comes a preliminary report of the annual expenditures of 4560 families representing rural districts, towns, and cities in fourteen states, part of a more extensive report to be published later. Costs of illness were found to rise consistently with income. Families with incomes below $2000 spent an average of $71.48 per family or $15.28 per person for doctors, nurses, drugs, hospitals, and other medical items. When the income was between $3000 and $5000, the corresponding expenditures per family and per person were $145.63 and $32.70; at $5000 and upward, $311.06 and $76.86. Within each income group, of course, the expenditures of individual families varied widely, with a small number, who had had serious illnesses, paying amounts far greater than the averages.

Saying It with Stamps

NOW that the Red Cross bugles have sounded their roll-call, the Christmas stamps to fight tuberculosis come forward for their turn. In a little more than a quarter century the idea of stamps for health has spread from Denmark to countries all over the world. They fight tuberculosis in Argentina, Belgium, Brazil, Bulgaria, Canada, Czechoslovakia, Cuba, Finland, France, Great Britain, Iceland, Luxemburg, Norway, Poland, Portugal, and Sweden. In a dozen other countries the proceeds go to the Red Cross, to public welfare in general, or the health and protection of children. In Denmark there is an anti-cancer stamp. In a few of the European countries health and welfare stamps have been admitted to postal franchise, but in the majority, as in the United States, the letter must carry them, not they the letter. Last summer an "international bureau of health stamps" was organized in Paris on the initiative of the French national committee for the prevention of tuberculosis.

One or two local efforts to provide a cancer seal, corresponding to the tuberculosis seal, have been made in the United States, but now by common agreement the Christmas-seal idea has been left to fulfil the mission it has developed here—to come forward as the one public bid for aid in combating tuberculosis. The New York City Cancer Committee (34 East 74 St., New York City) is broadcasting a Christmas-reminder booklet, price $1, for funds to provide free information and literature in the fight for the control of cancer. For information about booklet or the literature of the American Society for the Control of Cancer, address the committee.

In Uruguay, which has stamps for child welfare, the postal department is joining in the health campaign by using as a slogan for cancellation of postage stamps, "Syphilis conspires against the progress of a country."

Help in Whooping-Cough

FOR two weeks after its onset, whooping-cough sounds like almost any other cough, and frequently it is not diagnosed until its characteristic "whoops" begin. Yet it is in this beginning, catarrhal stage, that its characteristic micro-organisms seem to flourish most abundantly. To identify it while it is most contagious, but least obvious, the New Haven (Conn.) Department of Health has announced that it will provide a diagnostic service for physicians on certain days each week. All that is necessary is to have the young suspect direct his cough toward a plate containing the proper media, on which, if the illness is whooping-cough, the characteristic micro-organisms will appear at the end of forty-eight hours. It is hoped by this service to corral the patients more promptly, to prevent the exposure of the other members of the family and the neighbors, and so lessen the number of cases of this disease, which in New Haven causes more deaths than any other communicable disease among babies and children under five years.

Pertinent Publications

A WORLD PANORAMA OF HEALTH EDUCATION. *American Child Health Association (370 Seventh Avenue, New York City) and the Metropolitan Life Insurance Co. Price 50 cents.*

What a score of countries are doing in four continents to educate their children in health is reflected in these proceedings of the Health Section of the World Federation of Education Associations, held in Geneva, Switzerland, in the summer of 1929. This volume, just published, includes the papers, all in English, and excerpts from the oral discussion. The next meeting of the Health Section is to be held in Denver, Colorado, July 27-August 1, 1931.

THE STATE HEALTH DEPARTMENTS OF MASSACHUSETTS, MICHIGAN, AND OHIO, *by James Wallace, M.D. The Commonwealth Fund, 41 East 57 St., New York City. Price $1.50.*

Studies of representative state health services by the associate field director of the Committee on Administrative Practice of the American Public Health Association. "An unbiased and comprehensive picture of public-health service in the three states . . . for the information of health workers and especially for the use of students of public health."

INSTITUTIONAL CONVALESCENCE, *by E. H. Lewinski Corwin, No. 1, Miscellaneous Contributions on the Costs of Medical Care, Committee on the Costs of Medical Care, 910 Seventeenth St., N.W., Washington, D. C. Copies on request.*

LIVING THE HEALTHY LIFE, *by Jesse Feiring Williams, M.D.*
PREVENTING PNEUMONIA
IT'S ONLY MEASLES

An illustrated booklet by the professor of physical education, Teachers' College, Columbia University, and two popular leaflets published by the Life Conservation Service of the John Hancock Mutual Life Insurance Company, Boston, Mass. Offered free for distribution by social and health agencies.

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COMMUNITIES

Adventuring at Home

THE "cub" program of the Boy Scouts of America is being put into practice slowly and experimentally, 117 cub packs having been registered up to the present time. This program is designed to provide educative activities suited to the needs of boys of nine to eleven, and leads into the more adventurous Scout activities. It has been built carefully on advice from leading psychologists, teachers, boys' work leaders, parents, and others who have practical or scientific knowledge of the needs and interests of boys at this in-between age. In 1925 a research psychologist (H. W. Hurt) made a study of existing younger-boy programs and a summary of the characteristics of this age level. In 1928 one of the foundations provided a fund continuing the research and formulating a program.

For the cubs the emphasis is on activities which can be practiced in the home and neighborhood and utilize the boys' own "between-meeting" time—activities within the boys' reach and which develop "more of that joy in living, which is the soil in which normal character roots" and on that basis contribute to good citizenship and personal character. There is an advancement plan—"wolf, bear, and lion" ranks—but a great many electives are included so that it can be adapted to individual neighborhoods. Basic activities are to be practiced in the home, back-yard, and street, with the mother and family as leaders. In each neighborhood is a "den" where the boys meet and elect a leader. To bring outside stimulus, midweekly the den chief (an older Boy Scout) comes to a meeting. In a weekly pack meeting at some nearby institution, dens and den chiefs gather under the leadership of an adult cubmaster. There are some thirty thousand younger boys now meeting under Scout auspices with various programs, who are now awaiting their opportunity to transfer into the new program. This will be effected in the next few months. Permission for the organization of cub packs may be secured from the local councils or the National Council of the Boy Scouts of America, 2 Park Avenue, New York City.

Between Worlds

FACTS and problems of those who, in the words of Glenn Frank, "live in a kind of twilight zone between the land of their fathers and the land of their birth," are contained in a booklet, Second Generation Youth, by Florence G. Cassidy, issued by the National Board of the Y.W.C.A. This is the report of a commission of the Y.W.C.A. appointed in 1925 which was first called the Commission on the Study of the Second Generation Girl and later changed to the Commission on First Generation Americans, to emphasize the fact that the girls under consideration were American-born and educated though of foreign background. Though the Commission admits that it has not had time or resources with which to make a thorough scientific study of the second-generation girl and the influences peculiar to her, it believes that further research is desirable. However, the present findings are of practical information to those who must deal with the girl without waiting for a more extensive study. They include figures on her numbers and geographical location, and her position in industry and in schools and colleges. An attempt is made to analyze her existence as a social problem. She is such, it is suggested, not because her parents were born in another country but because she is the battleground of cultures. This is indicated by the fact that the daughters of foreign-born of "old-immigration" groups who have become established in America (German, English, Scandinavian, etc.) have far less difficulty in adjustment than those of the "new immigration." The problems of the girls are a reflection of their parents'—either their home is itself in conflict or the parents are so firmly entrenched in Old World customs that the girls who necessarily meet other ways in school and in industry, are pulled in opposite directions. One "solution" of the conflict is for the younger generation to take on an American surface—often cheap and shoddy; a more constructive adjustment comes when the American community approves and recognizes the values in Old World culture.

Traveling Playgrounds

THE Bureau of Recreation of Knoxville, Tenn., has developed a novel system of supplementing the city-owned playgrounds. In five districts areas of vacant lots, wood plots, and so forth, were borrowed from the owners for the ten weeks of summer vacation. The Bureau cleared away brush and refuse but installed no permanent equipment except posts or backstops necessary for various ball games. These "traveling playgrounds" were manned by two supervisors with cars who kept each one open for two days a week, carrying equipment from one to another. Volunteer leaders carried on the work during some of the off days. The programs were the same as in the full-time playgrounds, including all city-wide events and athletic leagues. Attendance compared well with the best playgrounds in Knoxville. The superintendent of recreation in Knoxville writes: "The method is only a temporary means of giving the districts playgrounds where no city-owned area is available. It worked very successfully in Knoxville at a minimum cost."

Send the Traffic Offender to School

IF you break the traffic law in Minneapolis, you must go to school! A traffic school it is true, where for two hours for five nights in the week the error of your ways will be much more effectively impressed on you than by the more orthodox method of fining—and forgetting. In this school discussions cover traffic laws, the mechanical operation of automobiles, the relation of the public to the safety movement, and other kindred subjects. After attending this school, the authorities claim that the "students"—largely young men between eighteen and twenty-five years of age—have a very different attitude toward traffic conditions in proof of which is the fact that of the thousand graduates only three or four have been repeaters.

The ounce-of-prevention method—an entirely different approach to the problem—was offered as the most effective solution by Benjamin G. Eynon, commissioner of motor vehicles of Pennsylvania, at the recent National Conference on Street and Highway Safety. Neither dramatic nor novel, the plan recommended was the adoption of the uniform drivers' license act with mandatory examination and test. Though other considerations probably enter, statistics bear out its effectiveness. In the Eastern States which require drivers' licenses with mandatory examination, from 1920 to 1928, the increase in motor-traffic fatalities was 91 per cent, compared to an increase of motor-vehicle registration of 192 per cent; for the same

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period in nine Midwestern states not having these provisions, the increased percentages were 161 and 146 respectively; in eight Southern states, 286 per cent increase in fatalities and 224 per cent increase in registration; on the Pacific Coast (including California which requires examination and test) the death-rate increase for the period was 142 per cent, while automobile registration increased 184 per cent. In brief, the traffic fatalities in the less densely populated Midwestern states were almost twice those of the densely populated Eastern states; in the agricultural South, with few densely populated areas but without mandatory examination of drivers, accident-rate increase was three times as great as that of the Eastern States where mandatory examination and tests are required.

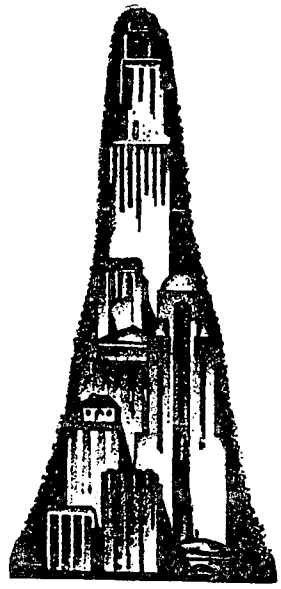
Walking around Chicago

AT the recent election, the voters of Cook County, Illinois, approved a bond issue of $2,500,000 for further development of the county system of forest preserves. Besides routine improvements—connecting roads, increased sanitary facilities, shelters, draining of marsh lands, improvement of bathing facilities, and so forth—plans have been made and the first section laid out for a fifty-mile trail for hikers. The trail will girdle Cook County, but at no point will it be more than twenty miles from the Chicago City Hall, so hikers may go by rail, trolley, or motor to one of the forty-three county forest preserves and then spend a Saturday and Sunday wandering along this broad pathway which connects and leads through the various preserves, passing spots of historic and scenic interest. A similar forest drive for automobiles has proven very popular, and this new project will provide for those who wish to take their scenery more slowly and gain something of direct contact with forest paths even within twenty miles of Chicago.

Building Bulk

POINTING out that there is a high degree of potentiality for increase in building density and bulk, in contrast to a low degree of possibility for increase of open spaces, the Regional Plan of New York and Its Environs gives as the only permanent solution of the overcrowding in large cities, more severe restrictions, not of height, but of the bulk of buildings in relation to open spaces. In other words, in the absence of sufficient ground space, the city should preserve as much as possible of the existing "overground" space—open space provided by setbacks and the space over low buildings. This is one of the important recommendations in the forthcoming volume on Buildings, Their Uses and Spaces about Them. In short, it is the application to the city at large of the principles already well recognized as applying to skyscrapers. To quote:

> It being accepted that the skyscraper as an efficient building depends on the proper adjustment of the internal means of locomotion to its working floor space, then why is this not accepted as equally true of the business districts of the city? The fact that in the one case we are concerned with vertical and the other with horizontal locomotion makes no difference. We can only assume that what is regarded as true within the skyscraper is not realized or accepted outside its walls because the individual private owner has keener perception of his financial interest than is possible for any group of citizens or the community at large. But for whatever reason, a condition is accepted as an economic necessity for efficiency in the individual skyscraper, which most people refuse to apply to a district or city. As what is happening in the city is the same as what would happen in an individual building if the owner insisted on enlarging its floor space and working population without increasing its space for circulation, then steps should be taken to prevent the enlargement of bulk of usable building space unless there is parallel increase of space for locomotion. . . . Bear in the mind that the distance we have to move from one place to another doesn't matter—it is the time we take to move.



Courtesy N. Y. Telegram

County Parks

A GENERATION ago the county fairground and courthouse site were the only provision made by the county for open spaces. Today a movement for parks and parkways under county ownership is developing fast. On the statute books of twenty-two states are laws permitting or empowering counties to acquire land for park purposes. According to a study just published (County Parks, National Recreation Association, price $2.00), since 1926 the counties providing parks have doubled, sixty-six counties in nineteen states were preserving a total of 105,444 acres for their citizens' play and outdoor life. The advantage of the county approach to supplement and often to substitute for municipal efforts, is plain. Because of their population and limited funds, towns and villages frequently unable to finance the acquisition, improvement, maintenance, and operation of park areas, may obtain adequate recreational facilities through the establishment by the county of one or more parks readily accessible to the people of the whole county. Often this is the only feasible plan—a plan by which the cost is so distributed that it is not a burden to any individual community. The unutilized bonding power of the county, moreover, often makes it possible to establish an adequate park system at once while it might require years for sufficient municipal funds to become available. Constituting as they do a type of property that generally lies within several municipalities, the effectiveness of county action is obvious.

That county parks are "good business" is evidenced by the fact that the various counties circularized by the National Recreation Association have reported that the value of land within a thousand feet of county parks has increased from 200 to 500 per cent within a few years, the major part of it being attributed to the proximity of the parks. While regional planning is accelerating the growth of county parks, the converse is also true, for their establishment often calls attention to the confusion existing in the development of the areas between the cities of the community.

International Housing Association

ON the theory that methods adopted in different cities looking toward the improvement of housing conditions—especially in cities separated by the ocean—vary considerably, and that countries and continents can therefore profit by an interchange of experiences, the International Housing Association has been formed. An outgrowth of prewar and postwar efforts, the purpose of the new organization is to coordinate the interest and activity of those concerned in housing work in all parts of the world. With an existing membership representative of the principal nations, the Association will hold an international congress every third year and will issue occasional publications designed to keep housing workers informed as to new developments. An illustrated bimonthly magazine entitled Housing and Building, published in English, French, and German, has already appeared. This past summer a housing tour of Scandinavia, including visits to Copenhagen, Gothenberg, and Oslo, participated in by seventy-five persons representative of fourteen different nationalities, was conducted under the auspices of the new organization. American headquarters are at 402 Granite Building, Pittsburgh, Pa.

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INDUSTRY

Railway Clerks in Politics

FIRST of the large international unions affiliated with the American Federation of Labor to go counter to William Green's policy of opposing unemployment insurance, the Brotherhood of Railway and Steamship Clerks has endorsed this measure of security for the worker as part of a complete system of social legislation put forward after a week's conference by its policy-making body in St. Louis. In point of numbers, this brotherhood is second in size among the railway labor organizations. The St. Louis conference was attended by the officers of the international union and two hundred general chairmen, representing the organized clerical and station-service employes on as many railroads and express companies in this country and Canada. The program drawn up by this group includes old-age pensions, federal compensation legislation for workers engaged in interstate commerce, and a public building program financed through increased taxation of corporation profits. As a means of stabilizing employment, the organization reaffirmed its support of the A. F. of L. program, calling for progressive increase of wages, shorter work day and work week, and vacations with pay for wage-earners. To secure the enactment of its program, the Brotherhood urges "the further extension of the use of the bipartisan method of political action into the primaries of the dominant political parties." To this end, it suggests that legislative committees be set up in counties, states, and congressional districts for active work, as non-partisan labor groups, in all primary and general elections.

Bowery Migrants

WHEN Christmas trimmings festoon store windows and holiday preparations fill the air, there is always a wave of concern for the homeless. There is special timeliness, therefore, in the report of the Welfare Council of New York on the special census of the migratory workers in the Bowery, taken by three hundred enumerators the night of April 4, 1930. The report reveals the Bowery migrant as typically native American, over forty years of age, unskilled, unmarried, unemployed. Of the 14,198 homeless men enumerated, 73 per cent were unskilled laborers. About 23 per cent reported themselves in skilled occupations; 3.6 per cent were trained for clerical work, and only 48 individuals (.3 per cent of the whole group) were professional men. Among the latter were doctors, lawyers, dentists, teachers, and preachers. On the night of the census, 11,000 of the 14,000 men were unemployed. Only 13 per cent of them had been out of work less than a month. More than 57 per cent of the men were over forty years of age, the so-called employment deadline. These migratory workers were found in free lodgings provided by social agencies, missions, and speakeasies, the Municipal Lodging House, or in the commercial lodging houses where the rate of pay is from 35 to 75 cents a night. The data obtained in the census will be used in a three-year study and experiment in the rehabilitation of the homeless, recently undertaken by the council and six of the leading family welfare societies.

Tourist Trade and Women Workers

HOW the ebb and flow of the tourist trade in Florida affects not only hotel owners and realtors but also the working women of the state, is brought out in a study just published by the Women's Bureau of the U. S. Department of Labor. Due partly to the extreme seasonality of the businesses employing women (hotels, restaurants, laundries) and also of one of the chief manufacturing industries, cigar-making, Florida remains one of only five states that have no laws limiting the number of hours in a day or week that women may be employed. In the view of the Women's Bureau investigators, the very irregularity described makes such legislation particularly necessary. The Women's Bureau survey found both daily and weekly hours to be long, a ten-hour day being required of 15 per cent of the white and 69 per cent of the Negro women in factories, stores, and laundries, while only 16 per cent of the white and none of the Negroes had a day of eight hours or less. In hotels and restaurants, most of the women had to work a seven-day week. The median of the week's earnings of white women in factories, stores, and laundries was $15, of Negroes, $6.65. In hotels and restaurants the median for white women was $7.05, for Negroes, $8.80, due to the fact that most of the Negroes were kitchen workers, the highest paid group. The report points out the need for better industrial standards in Florida, because of the recent growth in manufacturing enterprises.

"Economic Unity"

WORLD unity as an economic fact rather than as a political aspiration is suggested in the outline program of the forthcoming conference of the International Industrial Relations Association (I. R. I.) in Amsterdam. The meeting will be based on reports on fluctuations in employment and in standard of living in illustrative countries, to be published in advance of the gathering. The first session will attempt to define the present economic need, in view of "the paradox of recurrent distress in a period of growing potential use of economic resources." On the second day, efforts by industry to attain balance will be considered, as well as national efforts by Italy, Soviet Russia, Great Britain, France, Germany, and the United States. On the third day, the conference will hear and discuss efforts to attain balance by international organization, and the need for world planning. The conference will close with a summary by the program committee of the main points in the proceedings, with recommendations as to "the steps to be taken following the congress if the deliberations reveal the need for closer collaboration in the solution of the present economic problem." Economists, industrialists, financiers, business leaders, representatives of labor will take part in the meeting. Further information may be obtained from the Secretariat, I. R. I., 66 Javastraat, Amsterdam.

Prescribing for a Sick Industry

INTERVENTION by the government as the only way out of the present depression in the bituminous coal industry in this country was suggested by representatives of the miners and of the employers at the recent coal conference at Swarthmore College. The conference was informal and unofficial, called by an undergraduate organization, with the cooperation of the faculty and certain outside interests. It brought together, however, representatives of the operators, the miners, and of the United States Bureau of Mines, together with a

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group of economists who have made a special study of coal. As the situation was analyzed by Professors Joseph Willits of the University of Pennsylvania and Carter Goodrich of Ann Arbor, the industry is handicapped today by too many mines, too many miners, and cutthroat competition in the midst of an economic situation which makes it impossible for any force within the industry to stabilize production and employment. The speakers differed as to the form federal intervention should take. An employer suggested a relaxation of antitrust laws which would permit operators to attempt some form of central planning and control. Speakers for the union miners held that coal is a "public utility," to be regulated as the railroads are regulated, and urged the formation of a "coal commission" along the lines of the Interstate Commerce Commission. A bill to this effect, sponsored by the United Mine Workers and introduced by Senator Watson of Indiana, is now before the Senate Interstate Commerce Committee.

Young Workers and Their Jobs

SOME of the difficulties faced by young workers in New York, due to the business depression, and what the state is doing to help them find and keep jobs, are outlined in a report in the weekly news bulletin of the League of Women Voters, written by Clare L. Lewis, director of the Junior Placement Bureau. The bureau, Miss Lewis states, is now carrying on placement work in seventeen different centers. Fourteen of its offices are located in continuation schools, "since it is boys and girls of continuation-school age who most need the kind of service an efficient placement office can give." Information is secured in each case from the child's teachers as well as from the child himself as to his training, experience, and aptitudes. All places of employment to which boys and girls are to be sent are also visited. Children who have been placed are followed for a period of at least six months, to prevent unwise job shifting, and to assist in necessary adjustments. At present, Miss Lewis points out, there are few jobs available for young workers, particularly those under sixteen years of age, and wages offered are exceedingly low. In many instances, employers are taking on adult workers at the same wages formerly offered boys and girls. Under these circumstances, the Junior Placement Service is making a special effort to persuade as many children as possible to return to full-time school and put in their time securing better education and training "instead of leaving now merely to swell the army of unemployed juniors who are already vainly looking for work."

Industrial Hazards

A SERIES of studies of industrial accidents and their prevention, prepared with "the object of preserving workers from injury and reducing the payment of $30,000,000 annually in the form of compensation," are being issued by the Bureau of Industrial Hygiene of the New York State Department of Labor. They are based on surveys in the various industries by "persons experienced with the industry, the machines, and with methods of investigations." The two latest bulletins cover accidents in metal stamping and forming plants, and hand-tool accidents, each with an analysis of three hundred cases reported to the department and suggestions as to prevention.

The Women's Bureau of the U. S. Department of Labor has just issued a bulletin (No. 81. Superintendent of Documents. Price 15 cents) on industrial accidents to men and women. The study was "undertaken to learn what accident data reported by sex are available in state publications and to call attention to the slightness of such material and the seriousness of its not being reported more fully."

The Pennsylvania Bureau of Statistics has made an analysis of the dependency in the 1798 fatal accidents compensated during 1929, to show the number of persons "whose social and economic status is affected by the accidental deaths of workers in industry." In summary, the figures show that 284 workers left no dependents, and that 1514 had 4213 relatives who were depending on their earnings for support—1233 widows, 2615 children under sixteen, 188 mothers, 136 fathers, 5 brothers or sisters under sixteen.

Four Blocks

FOUR blocks in lower Manhattan were used by twelve cooperating agencies in New York for a survey "to determine what the industrial opportunities are for men, women, boys, and girls of various ages, grades of skill, intelligence, and handicaps; . . . to interest employers in using non-profit-making agencies when in need of any type of worker." The survey included 231 establishments, most of them employing from one to twenty-five workers. Sources of labor supply were recorded for 143 establishments. The report of the survey points out:

> Fifty use more than one source. It is somewhat enlightening to discover that only 14 establishments use non-profit-making agencies, and only three use commercial agencies. One half advertise in newspapers for help, approximately one third resort to the informal sign outside the door, one fifth fill their openings through the union and approximately one sixth depend upon relatives and friends.

Thirty-one different occupations were listed for women and thirty-eight for men, varying from unskilled busboy to chemist for men, from factory helper to private secretary for women. Needless to say, a larger percentage of occupations for men than for women fall in the skilled class. Although increasing emphasis is laid on physical examinations for industrial employes, only one establishment in this district required it.

The difficult task of planning and directing this cooperative study was done by Grace Potter of the Vocational Adjustment Bureau (421 East 88 Street, New York). The orderly and systematic procedure and the uniform records worked out should prove helpful to other groups undertaking similar industrial surveys.

Children's Day

REMINDING us that Child Labor Day will be observed the last week in January this year, as it has been every year since 1907, the National Child Labor Committee offers posters, leaflets, and suggested programs for use in churches, schools, and clubs. Such material is available free of charge, from the national headquarters, 215 Fourth Avenue, New York. The 1930 census figures on child labor are not yet available, but, the committee points out, "in spite of great progress during the last quarter of a century, many evils connected with the employment of children still persist." Coming so soon after President Hoover's White House Conference on Child Health and Protection, it is believed that there will be unusual interest in observing Child Labor Day this year.

Consumers' League of Cincinnati

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EDUCATION

Antioch's Fresh Pioneering

LIKE other private colleges, Antioch has heretofore been governed under a state charter by a self-perpetuating board of trustees, serving for life. Under a new charter, life membership on the board is abolished. Trustees are elected for three-year terms, and no member save the president may be chosen for two successive terms. The new charter also provides that one third of the trustees shall be elected by the administrative council of the college, a faculty organization. The trustees so selected may be faculty members or outsiders selected to represent the faculty. The faculty council at Antioch has developed gradually since the reorganization of the college under the presidency of Arthur Morgan. As he good humoredly puts it, at first he asked the advice of the faculty committee, then it took to giving advice unasked, and now it runs the college without consulting him! All reappointments, salaries and budgets are passed on by the council, including the reappointment of the president.

Another new undertaking at Antioch this year is a study of the undue pressure of work on both students and faculty in the hope of devising a program to relieve it. The study has been financed by an educational foundation. Faculty coordination to lighten student load and faculty committee reorganization and simplification of program to reduce faculty load is being worked out under the direction of J. Dudley Dawson, assistant dean. A special study of student methods and motives is being directed by Otto Mathiasen, the other assistant dean.

For Country School Girls

THE story of how the Southern Women's Educational Alliance is opening up new opportunities for country children, told by Lorine Pruette in a recent issue of The Survey (June 1, 1930, page 219), is adding new chapters this winter. Two counselors sent out by the Alliance, are traveling through Kentucky, Tennessee, West Virginia, North Carolina, Virginia, and Georgia, to establish a very simple first-aid program of guidance and follow-up in twelve public and private schools to be selected from these six states. About eighteen other schools along the chosen itinerary, are being visited to secure data and to leave useful vocational-guidance information, but without attempting to establish a complete guidance program. The guidance plan includes a short series of lesson outlines leading up to the study of specific occupations, classroom demonstrations of these plans, and mimeographed material left behind for continuing them. It also involves preparation and distribution of folders about six occupations likely to be of special interest to mountain girls and boys; teaching teachers and pupils how to investigate occupations in their own communities; round-table discussions with teachers of the simpler principles and practices of vocational guidance; vocational counseling of girls and boys selected by teachers as presenting special need or promise; providing the school with a bibliography for a special vocational-guidance shelf.

In return for the services of the counselors, the schools are expected to entertain them, to be willing to cooperate fully during their visit, to select a school counselor who can continue the work with their assistance after they leave, to allow some time from the first for individual counseling, and to buy at least the minimum vocational-guidance library recommended. Twenty-two schools to date have asked for the mountain counselors' service, ten more than can be assisted with the workers and the funds now available.

The county-wide guidance program which was inaugurated in the fall of 1929 in Craven County, North Carolina, is being continued. The county school authorities, feeling that the Alliance has demonstrated the worth of the program, has taken over its support.

"Worksamples"

AN interesting application of industrial techniques to educational problems is the announcement that the aptitude tests devised by Johnson O'Connor in connection with his personnel work at the plants of the General Electric Company, have been made available for the help of boys (and their harassed parents) in choosing a vocation. The "worksamples" present miniature problems for the solution of which no special preparation is required, but which reveal the traits or the lack of them which fit a boy for one calling or another. The tests must be given in a laboratory, by a trained worker who is experienced in administering them. In announcing the "human engineering laboratories" which he is opening for this purpose at Stevens Institute of Technology and in Boston, Mr. O'Connor points out that, "The results are not infallible, but sufficiently accurate to aid materially both in deciding between an engineering and an academic training, and in answering

Pamphlets

TEACHERS' AND STUDENTS' HANDBOOK FOR STUDYING THE PARIS PACT. *National Student Forum on the Paris Pact, 532 17 Street, N. W., Washington, D. C.*

This pamphlet includes a brief bibliography, syllabi for study, and teaching outlines.

YEARBOOK. *Child Study Association of America, 221 West 57 Street, New York.*

Published in two sections, one giving the program for the year and a resumé of last year's work, the other a description of study-group activity at the national headquarters.

LEGAL STATUS OF BIBLE READING AND RELIGIOUS INSTRUCTION IN PUBLIC SCHOOLS, *by Ward K. Keesecker. Office of Education, Bulletin, 1930, No. 14. Superintendent of Documents, Washington. Price, 10 cents.*

Not an argument for or against the use of the Bible in the schools, but a statement of present legal status and current practice, with summaries of recent court decisions on the subject.

BRIDGES BETWEEN SCHOOL AND COMMUNITY. *Penn Normal, Industrial and Agricultural School, St. Helena Island, South Carolina.*

The sixty-eighth annual report of this famous Negro school is filled with suggestions for other rural schools which are trying to gear their activities into the life of their community.

EDUCATION IN LAY MAGAZINES. *Circular No. 8, 1930, Educational Research Service, National Education Association, 1201 16 Street, Washington.*

A summary of current magazine discussion of educational matters, with ten citations from The Survey, which is referred to more frequently than any other periodical.

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many of the questions which puzzle every man in choosing his career." In addition to engineering, worksamples have been prepared which show chances for success in such different callings as surgery, banking, selling, executive work, and also relative chances of success in various types of engineering.

Millions for Education

GRANTS exceeding three and a half million dollars during the last fiscal year in support of educational projects are outlined in the last report of the Carnegie Corporation of New York. The appropriations represent a wide diversity of interests, but they fall in a half dozen general divisions, such as college and university, library service, educational research, fine arts, adult education. The Carnegie library program seems to have shifted almost entirely from buildings to library service, including extended training for librarianship. Thirty-three colleges received grants ranging from $5000 to $25,000 for purchasing books.

During the year just closed, the Carnegie Corporation has supported research projects "which, it is believed will serve to advance and diffuse knowledge." More than $200,000 was granted for studies in dental education, architecture, engineering, costs of medical care, land economics and public utilities, Alaskan and second-generation-Oriental educational opportunities, singing, physics, and so on.

In the field of adult education, research projects were furthered by the Corporation, and undertakings such as the People's Institute, the Foreign Language Information Service, and the Civic Federation of Dallas were assisted in their work.

Books in Prison

THERE were 211 inmates in the Wisconsin State Prison at Waupun last year who carried on systematic study. Of these, 131 men followed reading courses, while the rest of the group enroled for correspondence courses which they pursued by means of books supplied them by the Free Library Commission of the state. Such educational opportunities for Wisconsin prisoners are made possible through the cooperation of prison officials with the field director of the University of Wisconsin Extension Division and the director of the traveling-library department of the Free Library Commision. Reading courses, independent of correspondence courses or supplementing them, were introduced in the prison and in the Green Bay Reformatory about two years ago. The library commission will supply a prisoner with a reading course on any subject he requests, sending the necessary outlines and books with no charge other than for the return postage. A list of subjects requested shows a wide variety of interest: general farming, therapeutic action of drugs, architectural drawing, ancient history, short-story writing, bookkeeping, orchestration and instrumentation, paper making, Spanish, journalism, sign writing, navigation, landscape painting, and so on. Courses which involve work with the hands, such as drawing, and courses which may enable the student to write his autobiography are particularly popular.

While the Wisconsin Free Library Commission is doing the most outstanding work in this field, similar projects are going forward in California, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, South Dakota, and Vermont.

Kentucky Ways

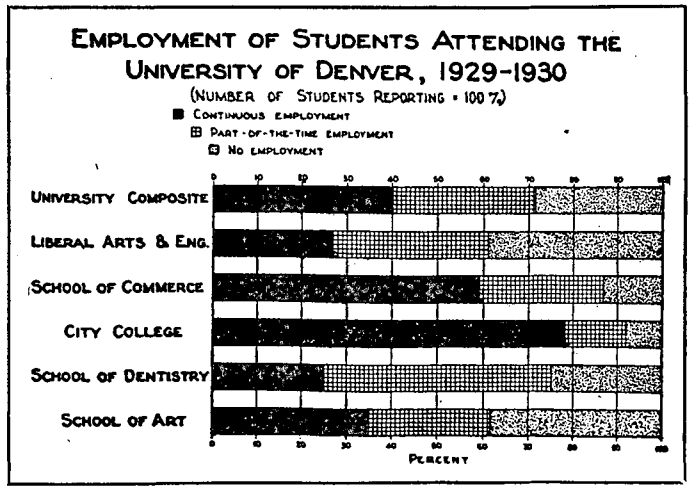
PATTERNED closely on the plans of attacking illiteracy evolved in the "moonlight schools" of Kentucky, a government manual for the use of teachers of adult illiterates makes avilable the most successful theories and methods in this field. It was prepared by William C. Gray of the University of Chicago for the Sub-Committee on Techniques of the National Advisory Committee on Illiteracy (5114 Interior Department Building, Washington, D. C.). The study on which it is based was financed by the Rosenwald Fund. While the book discusses such subjects as the type of teachers required and the social problems to be tackled and solved, its heart is the brief outline course in "the three R's." Here is the famous Kentucky plan, by which the adult illiterate who comes to school at seven in the evening is able by eight to write his name and read a page in his book. The course proceeds through twenty-four lessons in which the beginner is taught to write letters, read the news, and keep simple accounts. The manual is available in two editions, one containing an outline course for foreign-born illiterates and one for use in communities which do not have this problem.

Better Paid Teachers

HARVARD put into effect this year a revision of the salary scale that includes the entire Faculty of Arts and Letters, from instructors to full professors. As the Alumni Bulletin points out, the change results less from the rivalry of sister-institutions in attracting and holding well-equipped teachers than from "rivalry between the profession of college teaching and other occupations." Under the old scale, professors received from $6000 to $9000; associates, $5250 to $5750; assistants, $3500 to $5000; instructors, $1600 to $2750. The new scale is as follows: professors, $8000 to $12,000; associates, $6000 to $7000; assistants, $4000 to $5500; instructors, maximum, $3000.

Students at Work

COVERING the earnings, expenses, and extent of employment of students enroled in the University of Denver, the last number of the University of Denver Business Review summarizes a study recently made of the degree to which more than sixteen hundred young people supported themselves during the last college year. Data were obtained by questionnaires filled out in June 1930, by about 50 per cent of the total number enroled. The study showed that more than half a million dollars was earned by 922 students last year, or an average of $556 for each job-holding student. It was found that 630 students had in addition saved on an average of $156 each during the summer of 1929. Of those reporting, only 28 per cent were not employed at all during the school year covered; about 31 per cent worked part of the time, while 40 per cent carried wage-earning jobs, in addition to their studies, throughout the college year. The work engaged in included teaching, clerical work, accounting and bookkeeping, general office work, transportation service, stenographic and secretarial work, student assistantships. Many University of Denver students are married. The proportions range from 6.5 per cent in the school of liberal arts to 31 per cent in City College.



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WORK SHOP

Who Shall Decide Personnel Policies?

By DOUGLAS P. FALCONER

TRADITIONALLY each agency has decided its own personnel policies. Sometimes this has been done by the board, sometimes by the executive, and, not often enough, by board, executive, and staff together. So long as each agency worked largely by itself, the resulting policies were not seriously challenged. With the arrival of community chests and community councils the policies and practices of each agency have been more closely scrutinized; a much larger contributing public has become interested, there is a greater demand for efficiency, the work of each agency is more often compared with that of others, budget making has vastly improved, expenditures are more carefully checked, and a host of other changes have followed.

As a community-chest budget committee studies the expenditures of a variety of agencies, the personnel policies inevitably are considered. Great inequalities have been discovered. Organizations doing similar work in the same community have varied greatly in their policies. At times the differences have been absurd. With the development of publicity and high-pressure salesmanship through the chests, the natural and proper inquisitiveness of the prospective contributors has resulted in criticisms of the salaries paid, hours worked, and vacations given in social agencies. These criticisms are heard first and most often by the community chests which appeal for the money and vouch for the necessity and wisdom of the expenditures and the efficiency of the agencies.

All of this development is good for social work. The criticisms must be met; if the personnel policies are sound, they should be defended. If they are not sound, they should be made so. Who should have the power to change them?

Chest executives have been embarrassed to be compelled to defend what has seemed so obviously indefensible. Faced with such situations, they must be sorely tempted to be efficient, to iron out the inequalities, using such compulsion as may be necessary to bring order out of chaos. The power of the budget committee is so great, the chest has such a community-wide view of the situation, it so clearly sees the extravagant incongruities and the answer seems so obvious—let's be efficient and "fix it"!

Cleveland, Mr. Clapp tells us, when faced with this problem, called into conference representatives of the various interested groups, including contributors, staff, and board representatives. The facts and needs were considered by this committee, standards were agreed upon, and recommended to the individual agencies. So far the procedure seems to me excellent.

But these "recommended" standards, we are told, are not to be departed from, and any agency which does so, is to appear before the budget committee and explain its behavior. In other words, these standards are not suggestions, they are established norms, and have been adopted without the approval of the individual agencies. Obviously this weakens each of the agencies. A decision vitally affecting their work, has been made without their consent. Even though the decision may be a wiser one than they would have reached for themselves, the evident result is a weakening of each agency. In the future it will be easier for the central body to make decisions affecting the agencies' standards of work, for precedents are powerful in human affairs. As this process goes on, and spreads to other matters, the inevitable consequence is a concentration of authority, and the gradual diminution of the effectiveness of the individual agency in the management of its affairs.

This course may be approved by many people. Mergers are common in the business and industrial world; we live in an age of tremendous concentration of power. The chain store is typical of contemporary life. Standardization in motor cars, foods, movies, and much of life, is a fact; why not in social work?

Should the length of vacations, work hours, and the like be decided by community chest or individual agency? In The Survey of October 15, Raymond Clapp, director of the Cleveland Welfare Federation, presented the chest point of view. "The question raises," he wrote, "the age-long and inevitable conflict which exists in any society between the urge for individual independence and initiative on the one hand, and the need for social control on the other. The conflict is unavoidable and the only solution is compromise." Douglas P. Falconer, in the accompanying article, takes issue with Mr. Clapp and presents the case for the individual agency. Mr. Falconer is superintendent of the Children's Aid and S.P.C.C. Societies of Erie County, Buffalo, N. Y. Both Mr. Clapp and Mr. Falconer are members of the American Association of Social Workers.

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Mr. Clapp says we are all interested in reaching the same goal, some by strengthening the individual agencies, some by a greater degree of community control. The Cleveland plan of dealing with personnel policies has produced results, why quarrel about the method used?

Case workers should be able to understand his point of view. In our relation with our clients are we not similarly tempted? The right step for the client to take is so evident; from our vantage point we can see clearly how helpful the plan would be. Usually we want clients to think through their own problems. We want to help, but we want each step of the program for the client to have a real element of self-determination in it. But under these particularly aggravating circumstances, are we not justified in using compulsion? The ultimate goal is so good, why bother about the path we take to reach it?

By painful experience we have learned, and are still learning, that the path we choose is all important. If we want to help people to have the power to adjust themselves to life, we must have the vision, courage, and patience to avoid compulsion and to use only those methods which will contribute to that result; we also know what a discouragingly slow process that may be.

If the chest and council leaders know, understand, and believe in the fundamental purposes and methods of the agencies they finance, the field of personnel practice offers a fine opportunity for a demonstration of their belief. Social-work methods are applicable not only to individual clients of social agencies; they are just as useful in dealing with agencies. Let the community leaders make a demonstration of their "intimate acquaintance with the problems arising out of the relation of staff and client in the different agencies."

If those relations are fudamentally sound, and the chest leaders' acquaintance is more than perfunctory, such a demonstration would produce several desirable results. (1) It would gradually result in the adoption by the agencies of more satisfactory personnel policies, based on a more general appreciation of all the factors involved. (2) It would leave each agency in a stronger position to meet other policy problems, for we learn by doing. (3) It would strengthen the relations between chest or council and member agencies, for the discussions would involve the presentation and discussion of the points of view of the public, the chest executives, the agency board, and the staff. Such discussions should lead to better mutual understanding, and greater team play in tackling future problems.

Some chest executives, perhaps many of them, do work along these lines. The secretary of the Buffalo Joint Charities and Community Fund became aware of discrepancies among the local agencies' policies concerning salaries, vacations, sick leave, and so on. The facts were gathered, analyzed, and tabulated, and referred to the agencies' boards and staffs for consideration. The local chapter of the American Association of Social Workers was asked to appoint a committee to consider the data and their implications, and to make recommendations to the agencies. This is proceeding, but rather slowly. There is so much discussion! The Community Fund executive is a member of the committee and finds the discussion interesting and valuable. Changes will occur in various agencies' policies, greater uniformity will be secured, and no compulsion, direct or implied, will be used. On the contrary, the agencies will have learned better how to think through their own problems.

This plan, although slower in its action than the Cleveland method, seems to me more sound. Social work is still experimental; it is in many ways inadequate to deal with its problems. It must be elastic, changing its methods as it gains experience and insight. The constructive thinking of many of our boards and staffs is still largely potential. Centralization and forced standardization will solve some minor difficulties of today, but they will tend also to limit the progress of social work to the boundaries of the imagination, insight, and courage of the chest executives.

The temptation to centralize authority, to make decisions for the various agencies, to pull them to higher standards with or without their consent, must, at times, be terrific. But there is a better and a workable method. Those chest executives who understand social-work methods should use them in their work with agencies. Thereby they will develop acceptable standards and increase community participation in social work. Those who do not understand such methods, or understanding, have no confidence in them, should be controlled by their own limitations, and should make the raising of money their principal function. The use of force is deceptive and disappointing in the social-work field. Community chests are fond of slogans, and to those who feel impelled to be executive rather than persuasive I suggest, "Yield not to temptation."

Apprenticeship for Board Members

By EDWIN S. BURDELL

I AM known in my community as a crank on the matter of board members and officials being or having been active volunteers in the organization which they attempt to direct and to which they so graciously lend their names. I really feel sorry for some of our local organizations when I look over their imposing letterheads and read the formidable names inscribed thereon, for it so happens that I know they are merely names and remain such.

I know that the formidability of these names depends on the man's potency in his own life work. A famous doctor is famous because he excels in the practice of medicine or surgery; the best lawyer in the town is best known because of his proficiency in the law; the successful dry-goods merchant is known by his high-grade store, and so on. The doctor is not expected to try our legal cases nor is the lawyer expected to operate for appendicitis. In other words, this is an age of specialization. It is an age where men and women must know what they are talking about.

Yet in almost every city we are entrusting our social welfare organizations to the management of men and women who know really nothing about the obligations and responsibilities of the work. You may say that it is only in a large group of diversified mentalities that a balance can be struck. I have my doubts about this. I have sat on the directorates of banks and manufacturing companies, and I know that while the officers and executive committees listen respectfully to the views of minister, doctor, or farmer, and point with pride to the potent names on their board, I have yet to see an important move initiated or vetoed on the basis of the views of any of these kindly gentlemen who serve as the window dressing for the real business of the company. But remember that the successful bank or oil company or steamship line has the directing genius of its officers, who have worked their way up to the top, who know by years of intimate contact and experience what their job is and how best to function in it.

Here is a lesson for us in the management of our Red Cross chapters, our family service societies, and most important of all, our community funds. Have the window dressing if you think it helps, but see to it that behind it you have the solid bricks and mortar—intelligent officers and trained executives who know what the job is through their own labors in the ranks.

I should like to see as the prerequisite for membership on the board of every social agency, a requirement of one or more years of active service as a volunteer worker. I wish that we had the courage of a certain settlement house in Boston that requires three years of actual settlement-house work before a person is eligible for election to the board. Financial generosity and political potency should not eclipse the more fundamental values of experience, point of view, and service. Therefore the point I want to make in the matter of duties

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of the president of the organization is that he must exert his influence toward the securing of a board of directors of men and women who will have the time and the intelligence to grasp the opportunities and discharge the responsibilities of the agency.

I would stress especially the time element; that is, the availability of the board members for service to the chapter. What is the use of having the name of the most prominent surgeon of your community on the letterhead of your Red Cross chapter, if that man is so busy professionally or socially that he can do nothing more than attend board meetings more or less irregularly? Of what real value is he in running first-aid courses, for example? He might detail a younger man on his staff, perhaps, to do this work in his name; but why not, then, appoint that younger man to your board? Surely he will do his task as readily and probably with better spirit if he does it on his own for the agency than if he were merely acting as flunky to the great man who gets the credit.

Herein lies the secret of the success of the first-aid and life-saving work of my own Franklin County Chapter of the Red Cross. We had several names of nationally famous doctors and surgeons to choose from in selecting our medical director, but we preferred rather to take a young man, chief assistant to one of these famous men, one who had been born and raised in the community, was well known, well liked and was intent on establishing a practice of his own. This young fellow, of my own age, combined availability with a great interest in civic work and a real joy in associating with young people who make up the bulk of the students in the life-saving and first-aid courses.

I want to go a step further to emphasize the necessity of applying the same logic to the selection of the members of the community fund boards. I believe that there is scarcely anyone who seriously questions the advantages of central financing and the one-campaign-for-all idea but participation in community funds has not relieved the pressing problems of social-work administration. It has merely shifted the money-raising mechanism to a semi-permanent organization of "drive workers." It has left a host of complicated problems arising out of the budgetary control of appreciation of standards of social work.

The failure of some of these boards to escape the pitfalls gets back to my fundamental theory regarding volunteers and volunteer training as a prerequisite for service on the board of an agency. It is doubly imperative that the community fund board should be made up of, or at least amenable to, the men and women who have built up these agencies and who know the merits of one policy as against another. The general staff of the army is made up of men who were once first and second lieutenants, and the general staff directing the social forces of the community must be made up of men and women who have loved the work enough for its own sake to have served as subalterns.

It is surprising in these enlightened days of scientific social service to know how firmly entrenched is the "side of bacon and bag of beans" theory of relief for the unemployed, the sick, and the indigent. Worse still is the sentimental popularity of the Christmas-basket societies, whose one month's rations and ton of coal is supposed to supply the only stimulus needed for complete rehabilitation and twelve months of prosperity. In some recent papers I have tried to get at the bottom of this antipathy on the part of hard-headed business men toward social workers and adequate family case work. Briefly, I attribute it to the survival of the pioneer spirit, at least in the Midwestern states from whence I come. The independent and self-reliant farmer and the resourceful and successful small-town business man, both of whom have survived the competitive struggle, have little use for those who have not survived. They lose sight of the fact that the social effects of the Industrial Revolution are only now being felt. They do not recognize that the unemployed and the unemployable are the inevitable result of the industrial system, that this excrescence is a charge upon society as a whole and is not to be borne by the unfortunate individual. How often one hears it said that in times of normal prosperity there is no excuse for a man to be out of a job, or that a man's failures are his own fault. Surely there is no greater inequality than the equal treatments of unequals. This is the doctrine of the survival of the fittest, it goes back to the nineteenth-century laissez-faire apologists, it turns back the tide of civilization, it is the law of the jungle!

When Changing Jobs

One of a series of discussions of social-work ethics which will appear in The Survey from time to time.

MARY GRANE has been on the staff of the Public Health Nursing Association for four years. She has performed her duties efficiently, has repeatedly shown her loyalty to the organization, and is well liked by fellow nurses and clients. But she and the superintendent do not work well together. Their personalities clash. Repeated attempts to talk it out have led only to further misunderstanding. So Mary decides to seek another position.

Question: Should she apply for the new position without first consulting her present executive? Should she accept the new position without first consulting her present executive?

Comments:

ELWOOD STREET, director, Community Chest of Washington, D. C.;

LESLIE WENTZEL, superintendent, Visiting Nurse Association, Scranton, Pa.;

MARGARET F. BYINGTON, New York School of Social Work.

A STAFF member is under no compulsion or obligation, actual or implied, to discuss the situation with her present executive before applying for a new position or before accepting the new position any more than the organization is under a similar obligation to discuss the matter with a staff member if it decides that a change ought to be made and wishes to canvass the situation to see whether or not satisfactory persons might be available in case the unsatisfactory person were dropped from the staff.

I admit that it is the part of good case work and of the technic of good relationship for a subordinate to discuss matters frankly with an executive, if matters on the staff are unsatisfactory, and that it is more courteous and better judgment to discuss the matter before applying for a new position. Often such a discussion would eliminate the difficulty and make the application unnecessary. On the other hand, staff members may find things in such shape that they do not want to go through with the emotional experience of such a discussion.

An organization has no right to the services of an employe beyond the time when that employe wishes to leave that relationship, and the employe has no right to employment beyond the time when the organization wishes to continue the relationship. Obviously it is the part of good administration for the executive so to manage his agency that staff members will discuss with him their difficulties; that he in turn will discuss with staff members their shortcomings so that all difficulties may be eradicated and all shortcomings overcome. This ideal state of affairs cannot always be adhered to, however, because of fundamental difficulties in the executive or the employes or both. An employe has no obligation to stay on a job unless that job is the most interesting and most satisfactory of any that he

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could hold down; but at the same time, the organization has no obligation to keep an employe unless the organization is sure that the employe is doing the best piece of work that could be secured by the expenditure of the salary which is available. If I cannot keep my staff members satisfied I think it is a matter of good sense on their part to look for better jobs and to apply for them when they find them.

All this, however, does not prevent the operation of this fundamental condition: the staff member, in all fairness, is obligated to give his executive sufficient warning of his intention to quit so that an adequate person be employed and trained on the job before the present incumbent departs; just as the organization is obligated to give the staff member whom it intends to drop sufficient notice so that he can get another job before his compensation ceases.—ELWOOD STREET.

AN unqualified "yes" can readily be given in answer to the question of Mary Grane's seeking a new position without first consulting her present executive. I do feel, however, that her acceptance of the position without bringing it to the attention of her executive is a matter of ethics, rather than one of taste. Disagreeable complications may arise if she does not go through, what, in this case, is the empty form of conferring with her superintendent about the contemplated change.

Had the relationship between Mary's superior and herself been the usual one encountered between the superintendent and staff, it would have been the aim of that executive to make her staff *want* to consult her in regard to a change of position. Who could be better suited to direct her toward proper future advancement than the superintendent who knows her qualifications, abilities, and ambitions? She ought to feel that the executive will give her an objective opinion; the executive should school herself to eliminate selfish consideration of her own organization in advising a staff member who has reached her limit in her present position. In thinking of the public health field in the largest terms, the head of an organization should be ready to seek the greatest possible advancement that this staff member may adequately achieve, whether in her present position or elsewhere. On the other hand, the worker should be led to curb her ambitions so that she will not seek a position above her capacity. Otherwise, striving beyond the possibility of accomplishment, she will learn to know failure. That will reflect poorly upon her experience in the past organization and upon the judgment of the superintendent who allowed her to go beyond her depth.

How far may we carry this altruism of encouraging mobility of worthwhile workers? When we consider the tremendous staff turnover among the young nurses for whom the organization may merely have served as training school, is it fair to allow the nurse to leave when she is just becoming valuable staff material, after a long period of teaching? Perhaps there may be a more satisfactory contract arrangement through which the ethics of a change of job after a period of apprenticeship may be settled.—LESLIE WENTZEL.

WOULD it not simplify the discussion if we agreed on a definition of the word "ethics"? Perhaps my New England background makes me feel too strongly its implication of moral obligation. Does not the situation, as you present it, raise rather simple questions of dignity and courtesy in human relations? [The definition we selected from three given in Funk & Wagnall's College Standard Dictionary is, "The basic principles of right action." Not that that answers Miss Byington's question.]

The ethical problem, if there is one, seems to me to focus more on the value to Mary Grane herself of loyalty to the organization and willingness to utilize her experience to secure the continuity of its work. If before she decided to resign she could have had a frank discussion with the executive as to the reasons for their conflict it might have cleared the air and enabled her either to stay or to resign with a greater feeling of confidence in her own action. To have thus seen the situation through might have resulted in the increase of her own professional skill and of her personal force.

If she could not reach an understanding with the executive and decided to leave, I personally believe she would be justified in discussing possible opportunities with other people before notifying the executive of her intention. It would be courteous, however, to tell the executive before her plan to resign became generally known and certainly before a definite engagement was entered into with a prospective employer. She should, of course, discuss frankly the length of time that should elapse before her resignation took effect.

In presenting this particular case you recognize, I gather, that quite different questions would come up concerning the resignation of an executive or a worker who held an important specialized position. Here the person intending to resign would of course have to give even greater consideration to preventing injury to the work of the organization until it was possible to find someone to take her place.

In other words, in handling the matter of one's resignation, a worker should endeavor on the one hand to cause the minimum interference with the service program of the organization, and on the other show the maximum degree of skill in handling a difficult problem of personal relationships. Perhaps that is ethics!—MARGARET F. BYINGTON.

Over My Desk

An Occasional Talk with Executives

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

HOW can we get them acquainted—directors and staff members? For the weight of opinion given in replies to a questionnaire of the Committee on Social Work Administration was that, while staff members should not normally participate in board meetings, it is advisable to have joint meetings occasionally so that each group may get something of the viewpoint of the other. The Rochester Social Welfare League holds such a meeting of staff and board once a year with marked success.

"Both groups enjoy eating," writes John P. Sanderson, general secretary, "and both have at heart the interests of the organization which they serve." Arrange a luncheon meeting, paying particular attention to the seating. Scatter directors as well as senior case workers and beginners. Give each a number. List all names alphabetically on place cards, noting each person's number on these cards. Let someone introduce each person in turn around the table.

For a program, a good case properly presented by a staff member (not the secretary or supervisor) should provoke an interesting discussion on the part of both directors and staff and bring the two groups closer together in one and perhaps the only interest common to both.

"More affairs like these," said one of the board members, with an eye on some of the younger case workers, "and our attendance at board meetings will improve."

"IF you have an important message to get across—if you want to increase your returns from a mailing—use a carbon copy follow up," writes Horace A. Nahm, president Hooven Letters, Inc., 387 Fourth Avenue, New York City. "People won't fail to read a carbon copy made at the same time the original was written. The cost is small—and the returns are big."

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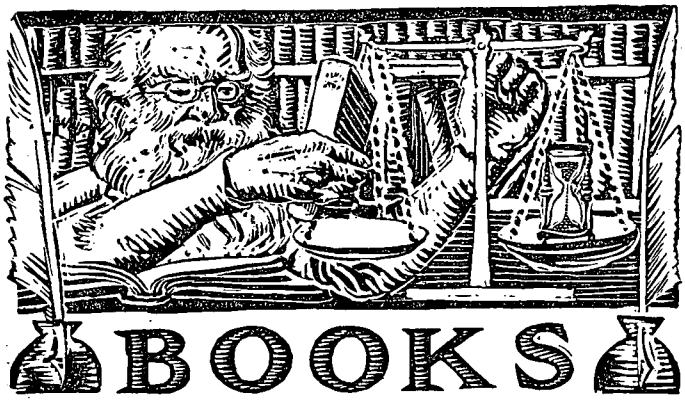

Christmas—to harassed parents and friends of children there is presented a bewildering display of new juvenile books, some of them dull, some of them too exciting and frightening for a young mind; others delightful to the sophistocated adult but utterly incomprehensible to a child who still takes the world seriously. Sometimes the giver falls back cautiously on new editions of the handful of books which have enchanted from one generation to another, though not all of these stand the test of modern education. Here we have tried to present some of the best of this fall's crop—not an all-inclusive list by any means, but one which we hope may prove indicative—evaluated by four reviewers who know in theory what children should read and, by experience, what they will like.

Beginning To Meet the World

THE FIRST PICTURE BOOK, *by Mary Steichen Martin. Harcourt, Brace. 27 pp. Price $2.00 postpaid of The Survey.*

MODERN A B C BOOK, *by C. B. Falls. John Day. 26 pp. Price $2.00 postpaid of The Survey.*

A PICTURE BOOK OF A BIG CITY, *by Madeleine Bunzel. Knopf. 26 pp. Price $1.25 postpaid of The Survey.*

THE PAINTED PIG, *by Elizabeth Morrow. Pictures by René d'Harnoncourt. Knopf. 33 pp. Price $2.00 postpaid of The Survey.*

THE modern conception of education is that a child should be helped to orient himself in his own real world before he is encouraged to take imaginary flights into fairy-land, heaven, or even such real though remote places as Japan or Holland or Ireland. When a child has his feet firmly planted in his own town, city, or farm yard, as the case may be, then only, says the educator of today, is it wholesome or profitable for him to go beyond these limits into the world of fancy or to extend his pictures of known things into the unknown world beyond.

This idea goes down hard. It meets resistance at every turn in the adult world. Parents love to repeat the fairy-tales of their youth and see little eyes grow big. Aunts and uncles dote on taking the little ones to Peter Pan and the like. The old-school kindergartners die hard on Little Red Riding Hood, and most of all, the authors of children's books just will not come down to earth. I have at hand a batch of books written supposedly for children under eight years of age. This is the period when the child, we are told, should be getting his bearings in reality. Seventy-five per cent of these books, however, deal with far-away or long-ago or the land of never-was-or-never-will-be. We can hardly excuse these, as we do much adult nonsense, by saying it is literature of escape. From what should the child under eight be encouraged to escape?

Notable among the books which should be pleasurable to the child who is strong enough and brave enough to face the world as it is, are the following:

The First Picture Book is one that sentimental adults will hate. It is a series of realistic photographs of objects familiar to children under three. A cup of milk beside a plate with a slice of bread and butter, is the first picture. It has no artistic shadow or modernistic slant. It has no explanatory caption, no accompanying story. It is followed by a series of equally realistic photographs including in their range a teddy bear, a wash basin with faucets and toothbrush, a child's wagon, a chair, a brush and comb. In a two-page preface the author states her point of view convincingly: "The things chosen for the pictures are those first met by any baby of today as he develops. Herein lies the essence of a baby's satisfaction in pictures: he likes to recognize what he knows; it is a little triumph for him. It is also a comfort and pleasure, the recognition of old friends." The book is given a good start by having an introduction by Harriet Johnson, the dean of babies at the Infants' University of the Bureau of Educational Experiments.

The Modern A B C Book is for the young but not so young, quite in keeping with the same line of thought as Mrs. Martin's. The airplane and engine are as real to six-year-olds as the toothbrush and teddy bear to the two-year-old. The dear old Ibex is gone, but a charming picture of Irrigation assuages one. And a Zeppelin is fully as romantic as a Zebra. The pictures are good and nearly all of them will have been seen in the round before they appear in the flat, by practically all the children for whom it is intended.

A Picture Book of a Big City is of pictures followed by a little script, for children who live in the city. Here are real things in a less realistic way. For children of seven or so, this is a very good step-off into a more romantic conception of life. Tenements are made charming which, of course, they are not. The elevated and subway, buses and trucks, all thoroughly known to the city young, have a jaunty tip, more interesting than real. It is time for a little individual interpretation. Children have already begun to make their own and can appreciate that of others.

From The Painted Pig

The Painted Pig, a perfectly charming story, with even more charming pictures, is appropriate for children of about eight who have explored and found satisfaction in the life around them and are ready to go forth imaginatively into the life of other lands. The pictures of Mexican children and Mexican objects so fascinating to old and young are sure to foster international sympathy and make for a desire to visit in person the land of the painted pig.

ELISABETH IRWIN

The Little Red Schoolhouse,
New York City

'Tween Age

ADVENTURES IN GEOGRAPHY, *by Gertrude Alice Kay. Volland. 157 pp. Price $2.50 postpaid of The Survey.*

PORTO RICAN NEIGHBORS, *by Charles W. St. John. Friendship. 98 pp. Price $1.00 postpaid of The Survey.*

MADE IN MEXICO, *by Susan Smith. Knopf. 81 pp. plus photographs. Price $2.00 postpaid of The Survey.*

OUR AMERICA, *by Ramon Coffman. Dodd, Mead. 296 pp. Price $3.50 postpaid of The Survey.*

LITTLE PILGRIM TO PENN'S WOODS, *by Edna Albert. Longmans, Green. 300 pp. Price $2.00 postpaid of The Survey.*

LUCIAN GOES A-VOYAGING, *by Agnes Carr Vaughan. Knopf. 139 pp. Price $2.00 postpaid of The Survey.*

SINGING SEAMEN, *by Helen Coale Crew. Century. 237 pp. Price $1.75 postpaid of The Survey.*

HAHTIBEE THE ELEPHANT, *by Charles E. Slaughter. Knopf. 161 pp. Price $2.00 postpaid of The Survey.*

CHANG OF THE SIAMESE JUNGLE, *by Elizabeth Morse. Dutton. 193 pp. Price $2.50 postpaid of The Survey.*

RAMA, THE HERO OF INDIA, *by Dhan Gopal Mukerji. Dutton. 220 pp. Price $2.50 postpaid of The Survey.*

PRINCESS ROSETTE, *translated from the French of Comtesse de Ségur, by Virginia Olcott. Macrae Smith. 200 pp. Price $2.50 postpaid of The Survey.*

FOLK TALES OF A SAVAGE, *by Lobagola. Knopf. 200 pp. Price $2.00 postpaid of The Survey.*

FOLK TALES OF MODERN GREECE, *by Theodore P. Gianapoulis and Georgia H. MacPherson. Dutton. 126 pp. Price $2.50 postpaid of The Survey.*

YERMAK THE CONQUEROR, *by General P. N. Krassnoff. Duffield. 206 pp. Price $2.00 postpaid of The Survey.*

SPARKY-FOR-SHORT, *by Martha Bensley Bruère. Coward McCann. 85 pp. Price $2.00 postpaid of The Survey.*

SIR BOB, *by Salvador de Madariaga. Harcourt, Brace. 202 pp. Price $2.50 postpaid of The Survey.*

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TOLD, *by Compton Mackenzie. Appleton. 175 pp. Price $2.00 postpaid of The Survey.*
EARLY MOON, *by Carl Sandburg. Harcourt, Brace. 135 pp. Price $2.50 postpaid of The Survey.*

EIGHT to twelve is a wide span. At the bottom of it, you can read hardly at all. At the top, you can read so well that reading aloud is apt to make you fidgety. At eight, you are still frank and trusting. At twelve, there are reticences and moods, and your faith in the inherent rightness of grown-ups is shaken forever. But these 'tween-age boys and girls are, for all their differences, sharers in great adventure. Consciously or unconsciously, they are pioneers and explorers, discovering their world. And it was apparently with this major preoccupation of their readers in mind that most of these books were written.

Three of them have frankly "an international purpose." In Adventures in Geography, Bobby and his rather priggish uncle travel around the world, talking things over as they go.

Charles W. St. John has made a charming story out of the day-by-day experiences of a group of Porto Rican children and their "Yankee" neighbors.

Made in Mexico is neither a guide nor a story, but a little book about Mexican arts and crafts. The casual description, the travel anecdotes, the legends and bits of history are like a child's account of a leisurely wandering through Mexico; and the pictures are almost too good to be true!

For exploration in time, as well as in space, there is a new book by Ramon Coffman, who wrote The Child's History of the Human Race. The new book begins with the Kansas Sea and the dinosaurs that left their tracks in Jersey mud, and tells the story of the Western World down through the World War. The eagle is not permitted to scream and flap, but no child can read Our America and continue to feel, as so many young moderns do, that "all the interesting things happened in Europe."

Little Pilgrim to Penn's Woods is the engaging story of a small girl's journey from Southern Germany to the "wilderness" in the early eighteenth century.

From even longer ago come two adventure stories that are here rescued from the "dead" languages, for modern youngsters. Lucian Goes A-Voyaging is a retelling of Lucian's True History, first written in Greek nearly two thousand years ago.

The author of The Trojan Boy, and The Lost King, has in Singing Seamen made from Virgil's Aeneid a timely and stirring book for today's children.

Far-away places contribute to this bookshelf three books from the Orient, a notable collection of West African folk tales, some modern Greek fairy stories, a Russian historical adventure, and, nearer home, Virginia Olcott's satisfying translation of the fairy stories Madame de Ségur wrote for her nieces and grandchildren a hundred years ago.

From Northern India comes the story of Hahtibee, a baby elephant, who was caught in a round-up. His training, his runaway adventures, his return to the man-tribe are finely told in the swift-moving text and delectable pictures.

Another elephant story is that of Chang and the Siamese boy Savat. This book, which begins so beautifully with old Souk and his elephant songs, is sadly marred by thrills and mysteries that smack of Hollywood rather than of the jungle.

Dhan Gopal Mukerji has made of the Ramayana a moving story for occidental boys and girls. It will appeal to somewhat mature elevens and twelves and to their elder brothers and sisters.

Out of his boyhood in the Ondo Bush, Lobagola brought the folk tales that he has put into a book for all children. The Clumsy Hippo and the Happen-to-be-Clumsy Gazelle, Three Hundred Zebras Who Spoke the Truth, the Giraffe That Thought She Had a Good Heart—the stories themselves are even better than the titles!

After these tales of the African camp-fire, the fairy stories of modern Greece seem artificial and colorless.

Zinaida and Arthur Ruhl have translated General Krassnoff's story of the sixteenth century Cossack who conquered Siberia. It is told from the point of view of fourteen-year-old Fedya, and is a book for boys at the blood-and-thunder stage. Even they might well have been spared some of the details of violence and death.

From Folk Tales of a Savage

Few modern fairy-tales quite "come off." Compton Mackenzie's collection, for example, for all its lovely pictures and fine press work, is as lifeless as the Greek stories of today.

Sir Bob, by Salvador de Madariaga, gets so entangled in its own whimsy that children are apt to trip their toes on every page.

But around the modern miracle of the radio, Martha Bensley Bruère has spun a fairy-tale of real enchantment, and illustrated it with "scissors pictures" that are sheer magic, too.

In Early Moon, Carl Sandburg has wrought something even rarer than fairy-tales. The ten-year-old I know best woke early one morning. I found her, cross-legged in bed, flushed and starry eyed over this book. "This is another kind of poetry," she said. "It tells more than the words say. I love it!"

BEULAH AMIDON

On the Threshold

JUDY, A STORY OF DIVINE CORNERS, *by Faith Baldwin. Dodd, Mead. 255 pp. Price $2.00 postpaid of The Survey.*
THE THIRTEENTH SPOON, *by Pemberton Ginther. Macrae Smith. 308 pp. Price $1.75 postpaid of The Survey.*
A BARREL OF CLAMS, *by Shirley Berton Lesher. Ill. by Maitland de Gorgoza. Harcourt, Brace. 232 pp. Price $2.50 postpaid of The Survey.*
LINNET ON THE THRESHOLD, *by Margaret Thomsen Raymond. Longmans Green. 237 pp. Price $2.00 postpaid of The Survey.*
SUSANN OF SANDY POINT, *by Annie Gray Caswell. Longmans Green. 229 pp. Price $2.00 postpaid of The Survey.*
THE DARK STAR OF ITZA, *by Alida Sims Malkus. Ill. by Lowell Hauser. Harcourt, Brace. 217 pp. Price $2.50 postpaid of The Survey.*
THE YELLOW BIRD, *by Kathleen Field. Ill. by Harrie Wood. Oxford. 137 pp. Price $2.50 postpaid of The Survey.*
WHEN I WAS A GIRL, *collected by Helen Ferris. Macmillan. 301 pp. Price $2.50 postpaid of The Survey.*

THE fall output of books for girls has some very attractive offerings. In the field of fiction, there seems to be a strong bent towards the mystery story with the "success" story a close second. In the first group is Judy, a Story of Divine Corners, both human and convincing with sustained dramatic action. Judy and her companions are normal girls with all the faults and virtues of any highschool girls. Judy's summer may be overcrowded with adventure, but she is a likable girl who deserves a permanent place in juvenile literature.

The Thirteenth Spoon is a mystery story and nothing more. There is no sensational murder or horror but all the conventional trappings of aphasia, thieves, and faces in the dark.

In Linnet on the Threshold, A Barrel of Clams, and Susann of Sandy Point, we have stories of girls' achievements against obstacles, of their ambitions. The finest of the group is Linnet, a truly moving story of a girl's experiences as messenger girl in a large department store. The picture of the social and economic struggle of a middle-class family in a large city is graphic.

Were it not for the publisher's statement that A Barrel of Clams is the author's own experience, we would say this story was incredible. It does not seem possible, even in this rash age, that any intelligent family would allow a nineteen-year-old girl

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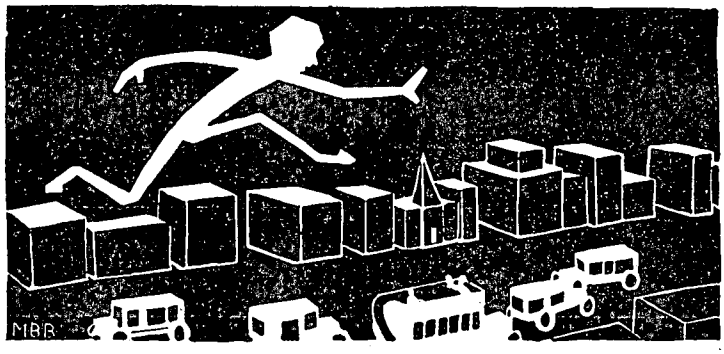
to inhabit a camp on an isolated island off the coast of Maine, through a winter, with neither money nor companionship, that she might have privacy to write. But this Judy, the heroine, does and emerges successful and unharmed through privation and terror enough to shake the sanity of the average mortal. Excellent as is the literary construction and effective the set-up of the book with its wood cuts by Mr. Gorgoza, we feel a word of warning should be issued to parents about to purchase this book for would-be literary offspring that they may be tempted to go and do likewise.



From Sparky-for-Short

Susann of Sandy Point is an amusing and pathetic story of an orphan who tries by odd jobs to accumulate a college fund. Susann, her foster mother, her playmates (including the goat, Margarin) are entertaining and convincing characters. The fairy-godmother-like ending is not plausible but, nevertheless, we liked Susann.

Two of the stories considered, are in an historical setting.

The Dark Star of Itza is laid in an ancient Mayan city and illustrated by the official artist of the Carnegie staff in Yucatan. The story is woven about the central character of Princess Nicte, daughter of the high priest. The fall of the city, Nicte's sacrifice to the rain god, and her miraculous escape, create a note of tense drama. The element of horror is present but softened. But more than a colorful story, the author has given us the glory of a vanished race, their strange customs and beliefs, with a human touch that should make this book for the young reader what it was for the reviewer, a real literary treat.

The Yellow Bird is adapted for a younger group and deals with the tale of the young prince, Giraldo of Venorra, sent to the Happy Islands by his mother to learn to be a wise king. The story is more fairylike and allegorical than real, though Lewis Cabot walks through its pages and Christopher Columbus figures in the background. There is beauty in the construction of the story and the reviewer welcomes the note of romance in what is too often for children a drab, schoolroom conception of the days of Christopher Columbus and the early explorers. With its attractive colored illustrations by Harrie Wood, it should make a charming gift book for any child.

Leaving fiction, I would call particular attention to the compilation by Helen Ferris giving in one volume extracts from the autobiographies of five women of varied nationalities and interests. The selection is excellent, the autobiographical sketches of girlhood of absorbing interest, and Miss Ferris' introduction of exactly the right tone and brevity. No finer book could possibly be placed in the hands of a young girl.

From Linnet on the Threshold

ADELINE DARTT MARVIN
Mansfield, Pa.

The Age of Adventure

ADRIFT IN THE ARCTIC, *by J. Strang Morrison. Oxford. 287 pp. Price $2.00 postpaid of The Survey.*

THIRTY FATHOMS DEEP, *by Edward Ellsberg. Dodd, Mead. 266 pp. Price $2.00 postpaid of The Survey.*

EAST SOUTH EAST, *by F. V. Morley. Harcourt, Brace. 347 pp. Price $2.50 postpaid of The Survey.*

THE FAIRWAY BELL, *by E. J. Craine and L. H. Moseley. Duffield. 267 pp. Price $2.00 postpaid of The Survey.*

TEN WEEKS WITH CHINESE BANDITS, *by Harvey J. Howard. Dodd, Mead. 272 pp. Price $2.00 postpaid of The Survey.*

CALL OF THE RIO BRAVO, *by Albert E. Bailey. Little, Brown. 283 pp. Price $2.00 postpaid of The Survey.*

RED MAN'S LUCK, *by Constance Lindsay Skinner. Coward-McCann. 251 pp. Price $2.00 postpaid of The Survey.*

THE TRAIL OF THE RAGGED FOX, *by Pitt L. Fitzgerald. Macrae Smith. 318 pp. Price $2.50 postpaid of The Survey.*

ROBERT THE ROUNDHEAD, *by Clarence Stratton. Oxford. 221 pp. Price $2.50 postpaid of The Survey.*

MOUNTAINS ARE FREE, *by Julia Davis Adams. Dutton. 250 pp. Price $2.50 postpaid of The Survey.*

RED HORSE HILL, *by Stephen Meader. Harcourt, Brace. 244 pp. Price $2.50 postpaid of The Survey.*

SILVER WINGS, *by Raoul Whitfield. Knopf. 234 pp. Price $2.00 postpaid of The Survey.*

THE BOY WHO LOVED FREEDOM, *by Mary Hazelton Wade. Appleton. 235 pp. Price $1.75 postpaid of The Survey.*

THE ROMANCE OF A MODERN LINER, *by E. G. Diggle. Oxford. 242 pp. Price $2.50 postpaid of The Survey.*

BUILDERS OF EMPIRE, *by Floyd L. Darrow. Longmans Green. 299 pp. Price $2.50 postpaid of The Survey.*

THE first four of these books are stories of adventure at sea, well written and well illustrated. The best of them seems to me to be Adrift in the Artic, in which a group of schoolboys, owing to an accident, get adrift on a schooner off the coast of Norway and have very interesting adventures during the month before they are rescued. A sign of the times is provided by the fact that the boys discover in the Arctic a considerable quantity of a new substance which is a kind of superradium. When they discover how valuable it is, they decide to hand the whole thing over to the League of Nations in exchange for a small sum, stipulating that it shall not become an article of commerce. It is well that such ideas should be gaining access to boys' books.

The next four are of adventure on land. The book by Dr. Howard of the Rockefeller Hospital in Peking is an actual account of his own experiences when captured by Chinese bandits.

Robert the Roundhead and Mountains Are Free are historical romances, well written and well illustrated, the one about the Civil War during the reign of Charles I of England, the other about the struggle of William Tell for Swiss freedom.

Red Horse Hill and Silver Wings are about horses and aeroplanes respectively, and require no special comment.

The Boy Who Loved Freedom is a biography of Thomas Jefferson. There is much to be said against this form of biography. Jefferson was a great man and achieved much for his country. I cannot see, however, that anything is gained by making him seem perfect in every particular. Intelligent children who subsequently read real history are only likely to react from purely sentimental hero-worship.

To my mind, the most valuable of this group of books are the two which I have left to the end. The Romance of a Modern Liner is written by the Commander of the Acquitania, and is a very thorough account of the building, launching, equipment, and running of a modern Atlantic liner. The illustrations are admirable and any mechanically minded boy will delight in it.

Builders of Empire is an account of the principal scientific and technical achievements which have made modern American civilization possible. I do not suggest that these books are technically superior to the others. My point is that if a boy's notions of adventure are confined to the kinds of adventure

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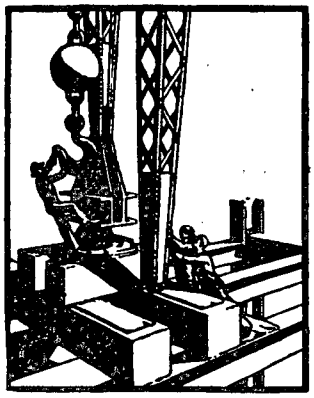
described in books about Red Indians and bandits and pirates, he is likely to come to the conclusion that modern life is very dull and no longer affords opportunities for the exercise of old-time zest. Adventure, nowadays, is likely to occur not in the old forms, but chiefly in technical advance and particularly in scientific discovery. Many fascinating stories of scientific discovery are now available and these give a boy the sense that conquest is still possible and that life can still hold excitement for him. I have, however, one quarrel with Builders of Empire; it is much too patriotic. Many of the scientific discoveries which are mentioned, such as the electrical work done in the laboratories of the General Electric Company, would not have been possible but for very important work done in other countries. Science is essentially international, and if a book about scientific discovery is at all political or tendential, it should, surely, be written with a view of showing the essentially international character of scientific discovery, and should not, in the least, suggest what is not in fact the case, that one country has been overwhelmingly ahead of others in this field. Apart from this, however, I would recommend the book as being well written, inspiring, and accurate.

WILLIAM BURNLEE CURRY

Oak Lane Country Day School, Philadelphia, Pa.



HOW THE DERRICK WORKS, *pictures and text by Wilfrid Jones. Macmillan. 43 pp. Price $2.00 postpaid of The Survey.*

This is a book for boys—or girls—in the early 'teens who are beginning to take a serious interest in how the wheels of modern industry go round. Simply and even rather austerely, the workings of this fundamental instrument of modern construction—builder of skyscrapers—are described. The fine illustrations carry the thrill of men and machinery swinging between sky and earth. Survey readers will remember many drawings by Wilfrid Jones which have been used as covers on The Graphic numbers of The Survey.

"Right or Wrong"

CIVIC ATTITUDES IN AMERICAN SCHOOL TEXTBOOKS, *by Bessie Louise Pierce. University of Chicago Press. 297 pp. Price $3.00 postpaid of The Survey.*

WHAT prejudices are driven into the minds of the children who use the textbooks in our public schools? That America is the most generous, fair, resourceful, and democratic country of the world? That the Spaniard is generally harsh and violent? The German cruel? The Frenchman heroic and admirable? Dr. Pierce's exhaustive study of over four hundred commonly used schoolbooks in history, civics, geography, literature, music, and foreign language supplies very definite—and, alas, affirmative—answers to questions such as these. Her book, which is one in a significant series of studies of civic education in many countries, is, if anything, too exhaustive. The wealth of examples are sometimes insufficiently evaluated, certain conclusions insufficiently sharpened. One could wish, too, for comment on some books as a whole, and for figures showing the exact extent to which the most frequently quoted books are used in the schools. None the less, from her careful array of "only the facts," and from those general statements that she does permit herself to make, many conclusions, once only uneasily suspected, are startlingly proved.

It appears unquestionably that the main aim in the instruction of American history is the development of a high sense of patriotism, and to this end the adjective, and colorful language are pressed into constant service. It is, moreover, often a military patriotism and one that is sometimes fostered at the cost of glaring inaccuracies. "Our flag is unstained—our army defends the freedom of the world," and in military and naval force we are superior to all others—these are common concepts.

Of late years it seems that the attitude toward England, even when the Revolution is under discussion, has softened somewhat, until Dr. Pierce can say that most of the books are neither pro- nor anti-British, but rather pro-American. For the rest, however, the books are seen to be one source of many conventional American reactions—to France as our "traditional friend," to northern Europeans as desirable, to southern Europeans and Asiatics as menaces to things peculiarly American. As for the use of the adjective in discussing Germany's designs against "peace-loving, idealistic, defenseless America," little more need be said.

Worse even than the histories are the readers, especially those published in the post-war heyday of Lusk laws. Because of their emotional appeal and their opportunity to use anecdote and fiction, these books do much to perpetuate concepts such as those of suffering French children and beastly Germans. Only the geographies, along with rare passages in the histories and civics books, are voices crying for mutual understanding and tolerance to the extent even of explaining and arousing sympathy for differences between racial groups.

Dr. Pierce is careful in pointing out that the textbooks are not the only influence on the child in school, and that the teacher may modify or intensify the approach; but, obviously, the texts are of vital importance in themselves and in the official attitudes which they reflect. She is careful, too, not to advocate what the content of textbooks should be, but no one can come away from her study without a strengthened sense of the exact type of new book and new attitude that is needed.

ELINOR GOLDMARK BLACK

New York City

Make Believe

PLAYING THEATER, *by Clare Tree Major. Oxford. 269 pp. Price $2.50 postpaid of The Survey.*

PLAYING THEATER should prove a valuable contribution to those interested in children's dramatic productions. The plays, authentically based on the folk-lore, social customs, and history of France, Arabia, Spain, Egypt, Japan, and England, reflect the educational element, which obviously must be interwoven in the play if we are to expect any constructive value to result in children's dramatics, as well as an appreciation of the child's point of view of demanding that the play contain the elements of amusement and dramatic action.

The Japanese play which is adapted from several well-known folk tales of Japan, and is arranged to show the children's ideas and beliefs which lie behind early Japanese literature, would especially lend itself to a group project in which unusually fine artistic effects could be developed through settings, lighting, and costume design. For the thousands of children throughout the country who have been demanding a mystery play, The Prince's Secret with its Spanish background, reflecting the ideas and costumes of Spain, will prove a delightful experience.

Excellent production notes on settings and costumes are contained in the volume, which should be of paramount value to the teacher or director.

HELEN F. JOHNSON

Greenwich House Theater Association, New York City

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COMMUNICATIONS

Increase Both Salaries and Relief

To the Editor: My answer to the question in the November Midmonthly Survey, Should Salaries Be Cut, is, No. If the water were squeezed out of many community-fund budgets there would be less necessity for salary cuts; there might even be some extra dividends for indispensable and efficient agencies. In spite of all its well-known advantages, centralized financing tends to crystallize the status quo. Community-fund budget committees often lack the nerve (1) to eliminate popular agencies which have outlived their usefulness, (2) to reduce national dues drastically, or at least put them on a value-received basis so far as the local community is concerned, (3) to scrutinize with critical eyes multiple annual-conference expenses. In other words, I believe that substantial savings could be diverted to *increased* salaries and relief, where necessary, and without retarding social progress in any way.

Furthermore, I believe that when and if salary cuts are positively unavoidable they should be pro rated among *all the types* of agencies and *all the workers* from the executives downward and should not be placed with especial severity on the "budgets of certain types of member agencies." If a "certain type of agency" is dispensable in hard times, why is it indispensable in good times?

Financial depression, resulting unemployment, mounting relief—this is one problem; by far the biggest problem confronting not only social workers but the nation today. As social workers we have a definite responsibility to the public which supports us, to the clients who need us, to our own sense of honor to meet the issue with plans for the better integrating of community-wide social programs including definite efforts to stabilize industry and employment.

Wage-cutting a few selected social workers seems, therefore, a naive gesture. The following additional reasons against wage cuts also appear valid to me: (1) As has been said, the regular or prosperity-basis wage of many social workers is now too low to buy the best brains and ability. There is already too much staff turnover and too little financial incentive to attract men to the profession. (2) I do not favor wage cuts for factory hands. I do not believe that wage cuts solve economic difficulties but add to them. On principle I would not extend to social workers the illogical treatment I would abolish for others. (3) At times of depression social workers of necessity work harder than in times of prosperity. As industry fails, our load increases. I am unable to believe that if we are worthy of our hire in good days that we are unworthy in these days.

Richmond, Va. June P. Guild

Personnel Policies

To the Editor: In your issue of October 15 [page 102], Raymond Clapp comments adversely on a statement by the Committee on Personnel Practices of the American Association of Social Workers appearing in The Compass of May 1930. As chairman of the Committee I signed the statement in The Compass and after reading it again I find that I am still in agreement with it. At the same time I find myself in accord with much of what Mr. Clapp writes in The Survey. This odd circumstance seems to be due to a situation that is not uncommon and which accounts for a great part of all controversy; viz: Mr. Clapp and the Committee on Personnel Practices are talking about different things. The man of straw that he knocks down may or may not be of his own making. The only thing I am sure of is that its paternity cannot be attributed to the Committee.

It will all be very clear to anyone who will bother to read with care both Mr. Clapp's article and the Committee's statement. It is probable that very few will do that so may I not, in as few words as possible, indicate the points of discrepancy?

Mr. Clapp asserts that our Committee went on record as believing "'that it is injurious to the existence of sound professional standards' for community chests *to make recommendations* to member agencies affecting relationships between staff and executive, and staff and client."

Such a position would be difficult to defend and it is not the position of the Committee on Personnel Practices. What we said was that

> in a few cities . . . attempts have been made by community chests to *dictate* to member agencies concerning the personnel policies of those agencies. Specifically, member agencies in those cities . . . are urged in terms that amount practically to dictation to cut down their vacation periods to two weeks. In this development the Committee on Personnel Practices sees a danger to professional standards in social work . . . a group whose principal function is the raising of money and who are neither responsible for nor intimately acquainted with the problems arising out of the relation of staff and executive and staff and client in the different agencies, are attempting to issue directions affecting those relationships. In the opinion of this Committee such a tendency is injurious to the existence of sound professional standards and is to be opposed.

In other words, we were not discussing community chests generally, but those of "certain cities." We were opposing dictation, not the making of recommendations and, having specific cities in mind, we were opposing in particular dictation by a group whose "principal function is the raising of money." Mr. Clapp will not wish to have the Welfare Federation of Cleveland included among the defendants named in the indictment when he knows that the primary reason given by the chests in question for their effort to shorten vacations had nothing to do with the soundness of the plan as agency policy, but solely with the alleged effect such a change might have on the raising of money.

The non-mandatory recommendation concerning vacations by the Cleveland Welfare Federation was based on the report of a committee "50 per cent of whose members were professional social workers," and which reported only "after considerable study." Whether I should agree with either the Cleveland Federation or its Committee, if I knew all the details of this matter, I do not know. But the method of arriving at a conclusion, as described by Mr. Clapp, appears to have been at the opposite pole from the method discussed by the Committee on Personnel Practices.

Mr. Clapp is sure that the latter Committee will not agree with his position. My faith in him is not so fragile. If he will re-read our Committee statement with the distinctions mentioned above in mind, I think he will find it to be fundamentally in accord with his own views. John A. Fitch

New York School of Social Work

Horrendous Is Right

To the Editor: For many years I have had my eye upon your strange magazine. I couldn't quite discover its raison d'etre. Your last issue, however, makes all clear.

Having utterly failed as an organ and a refuge for all the shyster reformers, charity-mongers, cock-eyed "philanthropists"

(*Continued on page* 352)

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GOSSIP: of People and Things

Sweet Charity

OUR monthly viewing with alarm is this month directed toward the recent publicity stunt of Warner Brothers' moving picture theaters. The week of November 23 was set aside for patrons of this national chain of movies to vote for their favorite charity. The charity receiving the most votes in each community was presented with a shiny new Brunswick radio.

Not so bad for Warner Brothers and Brunswick radio, but how much did it help the social agencies? The objections are many. In the first place, it serves to emphasize a definition of social work which fortunately is becoming obsolete. In the second place, popularity and merit may be as far apart as the poles, and the most commonly known social agency is not necessarily the one most deserving of reward. In the third place, of what value is a Brunswick or any other radio to the average agency, compared to other equipment which an equivalent amount of money would buy? And last, the implication of the campaign is that social agencies are supported for sentimental reasons, that we like to have them in our communities just to show how big-hearted we are; and we like them most when they are toil-worn with care and need our benevolent patronage.

Some day maybe social work will be considered by the community an inappropriate subject for a popularity contest. Whether such community understanding shall come about rests with those who are serving as professional social workers and board members. Maybe it is not too much to hope that before popularity contests in the future are staged by the local theater, either on its own or as part of a theater chain, the advice and approval of local leaders in social work will be sought.

On the Aisle

THE anecdote about "two on the aisle" has been going the rounds so persistently that it should finally be made a matter of record.

Two field workers for a national social agency, seeking recreation after a hard day in a southern city, asked the hotel clerk to get them two tickets for a certain play which was then running at a local theater. Two on the aisle, they asked for, and two on the aisle they got, one in front of the other.

Before the curtain went up, one of the social workers had a bright idea. Why not ask this nice-looking man beside her to change seats with her friend? It would mean a seat on the aisle for him and two seats together for the social workers.

"Are you alone?" she asked the nice-looking man. No reply. He flushed and looked a bit panicky.

"Excuse me," she repeated, "but are you alone?"

A quick, harassed look from the man.

"Fly away, birdie; can't you see the whole blamed family is with me!"

Mary's Lamb

YOU never can tell what little annoyance will pop out of nowhere to disturb a conference. A wise conference secretary has door hinges oiled and nearby tenors suppressed, but who would ever think of lambs?

Howard Knight was scarcely launched on his masterful address on Why Conferences? at the conference luncheon of the New York State Conference on Social Work, when there came an an appreciative "baah" from nearby. And the more vigorously Howard proved the case for conferences, the more soulfully did the lambs bleat. It seems that the Erie Railroad lay just behind the hall and the carload of lambs mistook the conference for a meeting of the Humane Society.

Teaching Teacher

DON'T overlook the teachers of sociology and social work when planning a publicity program. The trained social workers of the future will come from their classes. Realizing this, the Cleveland Associated Charities held a Professors' Week-End. The party began Friday afternoon and ended after Saturday luncheon. It cost $500 and was worth it. The program consisted of discussions, exhibits of case workers, brief talks on the philosophy of social work, and visits to some of the agencies. An outline of the plan is published in the November Bulletin of the Social Work Publicity Council, and a full report may be borrowed from the council, 130 East 22 Street, New York.

Research Fellowships

THE National Bureau of Economic Research will appoint three research associates for the academic year 1931-2, who will be in residence in New York during eleven months of the year, beginning October 1, 1931, and will receive a stipend of $3600 a year, plus the expense of a round trip between their homes and New York. Candidates should have definite research projects so far under way at the date of application that completion within a period of one year may ordinarily be expected. Applications should be submitted not later than February 1, 1931. Complete information may be had from the National Bureau of Economic Research, 51 Madison Avenue, New York.

The Content of Chest Publicity

DOES campaign publicity (for the community chest) base its appeal largely on outdoor relief? asks the November Bulletin of the Social Work Publicity Council. The question is raised after reading Linton Swift's article on Community Chests and Relief in the September Midmonthly Survey and Homer Borst's reply in the October Midmonthly. The claim is made in this debate that if funds for outdoor relief are eliminated from community-chest budgets, the heart will be taken out of chest publicity (no biological pun intended). The Publicity Bulletin editor questions this argument and invites comment, with supporting data. Is there any one kind of social work used more than others in chest publicity? Is outdoor-relief publicity more effective than publicity for hospitals, children's homes, recreation, and health work?

Well, here is one bit of evidence. The Most Popular Charity Week, promoted by the Warner chain of moving picture theaters (see above), was advertised in Elmira, N. Y., by a two-minute talkie. It is a home scene and husband and wife are trying to decide which charity they will vote for. "Now there's the home for——" says the husband as the picture fades. Doesn't look much like outdoor relief, does it?

At the New York School

THE New York School of Social Work is again offering two Kennedy Field Fellowships of $600 each to practicing social workers who are eligible for admission to the School for a period of study covering not less than two consecutive quarters. The School hopes in this way to assist those social workers who feel that the time has come to take further training, or to give themselves a brief interlude in their working life in order to catch up with the ever-changing aspects of their profession.

Institution staff members desiring further training will be interested in the four-week institute announced by the New York School, February 2-28, 1931. Lectures, discussions, and field trips will be planned under the direction of faculty members and others in the institution field. This brief course is designed primarily for those in and interested in executive positions.

Civil Service Examinations

THE United States Civil Service Commission announces examinations for the following vacancies: Social worker (psychiatric) at an entrance salary of $2000 a year, and junior social worker at entrance salary of $1800 a year. Duties include investigation of history and environmental conditions of patients, analysis of data for the physician, consideration and treatment of the social environment to which a convalescent patient may be expected to go. Applications received by U. S. Civil Service Commission, Washington, D. C., until December 30, 1930.

For the first time in the history of federal penal institutions, the wardenship has been put under civil service. Examinations are announced by the U. S. Civil Service Commission for warden and deputy warden of the Northeastern Penitentiary, the new federal institution at Lewisburg, Pa. The salaries are $6500 and $5600 respectively with deductions of $2100 and $1600 a year for maintenance. Instead of the usual civil service examination, qualifications of candidates will be passed upon by a special

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board of examiners consisting of A. H. MacCormack, assistant director, U. S. Bureau of Prisons; Hastings H. Hart, Russell Sage Foundation; Thomas E. Campbell, president, U. S. Civil Service Commission. Applications will be accepted until December 10, 1930.

Overhead

OVERHEAD in social work was once defined as that which is over the head of the layman. But Clare M. Tousley, associate director of the Charity Organization Society of New York, smashes that definition in an article in the November issue of The Rotarian. She tells of a contributor who sent $100 to a social agency with instructions that it all be used for overhead. "To my mind," he wrote, "overhead and head-work mean the same thing. You need plenty of it in any line, or you just muddle along getting nowhere."

Here and There

THE NEW YORK SCHOOL of Social Work has entered the publishing field in cooperation with Columbia University Press. The joint publications will represent research projects by members of the faculty of the School. The first two books to appear are The Dependent Child by Henry W. Thurston; and The Contribution of Economics to Social Work by Amy Hewes.

THE FAMILY, indispensable monthly magazine for family and other social case workers, has issued a bibliography of important articles which have appeared in its pages during the past ten years. Copies may be obtained without charge from The Family, 130 East 22 Street, New York.

BOOKS ON MENTAL HYGIENE in all its aspects and in many related fields are listed in what is one of the most comprehensive social-work bibliographies ever published. The list contains all the titles displayed at the First International Congress on Mental Hygiene in Washington last May. Titles are grouped under twenty-three classifications. The selection and classification was made by a special committee of the Congress. Copies of this book list may be had without charge from the Book Department of The Survey.

A VOCATIONAL Guidance Department has been organized in the Heckscher Foundation, 104 Street and Fifth Avenue, New York, under the direction of Ralph Strathmore. A Bureau of Vocational Information has also been established where information may be obtained on a wide range of professions, businesses and industries.

GERTRUDE HARTMAN, formerly editor of Progressive Education, who was granted a year's leave of absence, has resigned in order to devote her time to the study of progressive schools here and abroad, and to free-lance writing. Frances Mitchell Froelicher, who has been acting editor, is now headmaster of Fountain Valley School, Colorado Springs. The new editor of Progressive Education is Ann Shumaker, co-author of The Child Centered School. Progressive Education will continue to issue eight monthly numbers yearly.

CHILDREN'S COURT JUDGES and Magistrates in New York State each have statewide organizations. At their annual conference recently officers were elected as follows: *Judges*: president, Judge William A. Gold, Lockport; secretary-treasurer, James S. Owens, state director of probation, Albany; *magistrates*: Judge Leo J. Yehle, Syracuse; vice-president, Judge Alexander J. Byrne, Seneca Falls; secretary-treasurer, James S. Owens, state director of probation, Albany.

Personals

HENRIETTA ADDITON, recently consultant on protective measures, American Social Hygiene Assn., and formerly executive secretary Big Sister Assn. of Philadelphia, has been appointed Director of Committee on Crime Prevention, New York City.

MIRIAM AMES has been appointed a director of the Joint Committee on Hourly Nursing, Chicago, Ill. (Info. from J.V.S.)

FRANCES BARINGER has been appointed to be in charge of the case work department, Lighthouse of the New York Assn. for the Blind.

ADA BARKER, Family Welfare Society of Lincoln, is the new president of the Nebraska State Conference of Social Welfare.

CATHERINE BASTIN has been appointed instructor of nursing, Portland School of Social Work, University of Oregon. (Info. from J.V.S.)

DORIS BEAUMONT, MARY E. RITCHIE and KATHERINE STILES have been appointed to supervisory positions, Rockefeller Hospital, Peking, China. (Info. from J.V.S.)

LOUISE CLIFT BENTLEY has been appointed teaching supervisor, out-patient department, University of Michigan Hospital, Ann Arbor. (Info. from J.V.S.)

ISABEL BERING has been appointed director of social service department, Presbyterian Hospital, Chicago.

CHARLES H. BERRY, formerly with the Provident Association, Kansas City, Mo., has been appointed field representative, Bureau of Indian Affairs.

ELLA BEST, formerly secretary of the Illinois State Nurses Association, has been appointed field secretary, American Nurses Association. She will resume the study of nurses' registries, and will make a study of group nursing and the use of the graduate staff on floor duty.

M. B. BLANCHARD, formerly psychologist with the Hebrew Sheltering Guardian Society, has been appointed director of the Edenwald School for Boys of the Hebrew Orphan Asylum of New York City.

EMMA BLOMQUIST has been appointed to the staff of the Psychiatric Institute, Grasslands Hospital, East View, N. Y.

MARY J. BREEN, formerly director of girls' activities, Reading, Pa., has been appointed to the staff of the National Recreation Assn.

EMILY BULLITT has been appointed executive secretary, American Red Cross, Lansing, Mich., replacing Mable Sewall, resigned.

BERTHA K. BUNN, formerly executive secretary, Social Service Bureau, Spokane, Wash., has been appointed executive secretary, social service department of the Civic League, Bay City, Mich.

ADMINISTRATOR'S GUIDE

ENGRAVING

GILL ENGRAVING CO., Photo Engravers, 140 Fifth Ave., N. Y. C. Careful, expert, artistic work. Twenty-four hour service. Ask The Survey about us. We do all the engraving for Survey Midmonthly and Survey Graphic.

OFFICE EQUIPMENT

R. ORTHWINE, 344 W. 34th St., N. Y. C. Invincible steel files, letter and cap sizes, with all standard combinations; steel storage cabinets—office furniture, wood and steel, commercial grades and up. Office supplies, marble desk sets, etc. Wholesale and retail, attractive prices—write.

MARGARET BUSH has been appointed field agent, child placing agency of the State Charities Aid Assn., N. Y.

BEULAH BUSSELL, formerly A.R.C. field representative in the Midwestern area, has been appointed home service assistant in war service, National Headquarters A.R.C.

EMILY CARMICHAEL, chief of the bureau of recreation of the Department of Public Welfare, Philadelphia, has died.

MOLLIE RAY CARROLL, formerly professor of economics and sociology at Goucher College, has been appointed executive head resident, University of Chicago Settlement, Chicago.

DR. A. T. CHILDERS, formerly psychiatrist, Juvenile Court Clinic of Cleveland, has been appointed director of the projected Child Guidance Clinic, Children's Fund of Michigan.

DR. KATHARINE B. DAVIS, formerly general secretary of the Bureau of Social Hygiene and during the past year consultant on the A.S.H.A. staff, will make her home in California with her sister, Helen Davis of the National Board of the Y.W.C.A.

MARY DEMPSEY has been appointed nurse-teacher, Public Schools, Yonkers, N. Y. (Info. from J.V.S.)

MARGARET DIZNEY has been appointed A.R.C. nursing field representative in the Eastern area, succeeding Helen Dunn.

MAY D. ELTINGE, formerly district worker, Catholic Charities, Westchester County, has been appointed to the staff, Westchester Dept. of Child Welfare, New Rochelle, N. Y.

DR. E. VAN NORMAN EMERY, assistant professor of psychiatry and mental hygiene, Yale University, has been elected medical director, Connecticut Society for Mental Hygiene.

MARY FALKER has been appointed staff nurse, Metropolitan Life Ins. Co., Jamaica, N. Y. (Info. from J.V.S.)

AUGUST FERRAND of Brooklyn, formerly U. S. Marshall, has been appointed federal probation officer.

ALEXANDER FLEISHER has been appointed managing director and secretary of the Philadelphia Child Health Society.

ASLAUD FOLLESTAD and BEATRICE KIRKBRIGHT have been appointed to the staff of the A.I.C.P., New York City. (Info. from J.V.S.)

ESTELLE GABLE has been appointed executive secretary, Michigan Children's Aid Society, succeeding Blanche Bennett, resigned.

RUTH GAREY has been appointed staff nurse, Visiting Nurse Association, Orange, N. J. (Info. from J.V.S.)

DOROTHEA GLASCOE has been appointed school nurse, Two Rivers, Wis. (Info. from J.V.S.)

REV. RALPH J. GLOVER has been appointed director of Catholic Charities, Diocese of Newark, N. J.

SAMUEL A. GOLDSMITH, who for ten years has been executive director of the Bureau of Jewish Social Research, has been appointed director of the Jewish Charities of Chicago.

DOROTHY HALBERT, formerly on the staff of the Menninger Neuropsychiatric Hospital, Topeka, has been appointed executive secretary, Kansas Mental Hygiene Society, succeeding Stella Pearson, resigned.

SUSIE V. HAMBLETON has been appointed to the nursing staff, Harris County Chapter A.R.C., Houston, Texas.

HELEN HANCOCK has been appointed rural nurse, Ocean County Health Assn., Toms River, N. J. (Info. from J.V.S.)

CURTIS L. HARRINGTON, formerly field secretary on service to real estate subdivisions, William E. Harmon Memorial, and for many years field representative, Nat. Recreation Assn., is now on staff of Tamblyn and Brown, N. Y.

CARA L. HARRIS has been appointed director of health education, University of Tennessee.

A. M. HARRISON, formerly with the St. Louis Provident Assn., has been appointed executive secretary, Social Service League, Burlington, Iowa.

MRS. AUGUST HECKSCHER, vice-president of the Child Welfare Committee of America, has been appointed a member of the Board of Child Welfare, New York City.

DR. M. A. HENNESSY has been appointed director of the mental hygiene clinic, Catholic Charities of Brooklyn, N. Y.

SELMA HERTSGAARD, formerly public-health nurse, Steele County, Finley, N. D., has been employed jointly by the school board and the Verden Chapter, A.R.C., Verden, Ill.

FRANCES C. HICKS, formerly general secretary, Y.W.C.A., Hot Springs, Ark., has been appointed general secretary, Y.W.C.A., Moline, Ill.

GERALDINE HILLER has been appointed nurse-teacher, public schools, New Rochelle, N. Y. (Info. from J.V.S.)

SARA HOWELL, formerly with the Associated Charities, Cincinnati, Ohio, has been appointed executive secretary, Associated Charities, Mount Vernon, N. Y.

FANNIE HURVITZ and GERTRUDE SCHAIT MICKLIN have been appointed to the staff of the N. Y. Diet Kitchen Assn., New York City.

JOSEPH S. JACKSON has been appointed executive secretary of the Seattle (Wash.) Urban League.

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HELEN F. JOHNSON, formerly assistant director, Jacob-Riis House, has been appointed executive secretary and manager of the Children's Theater, Greenwich House, New York City.

BERNICE KELLEY has been appointed hospital social worker, A.R.C., U. S. Naval Hospital, Mare Island, Calif.

BERTHA KLINE, formerly with the Denver Bureau of Charities, has been appointed executive secretary, Belleville (N. J.) Community Service.

HARRIET LANGWIG has been appointed specialized tuberculosis nurse, Bowling Green Neighborhood Assn., New York City.

MABEL LAWRENCE has been appointed staff nurse, Frontier Nursing Service, Hyden, Ky.

BETSY LIBBEY, formerly supervisor of districts of the Family Society of Philadelphia, has been appointed general secretary of that organization.

HARRY LURIE, formerly superintendent of the Jewish Social Service Bureau of Chicago, has been appointed director, Bureau of Jewish Social Research, headquarters in New York City.

EDITH MACVEIGH, formerly county supervisor, division of families, Catholic Charities, N. Y., has been appointed regional director, bureau of old age security, State Dept. of Social Welfare, N. Y.

HELEN MARION has been appointed to the staff of the Social Welfare League, Seattle, Wash.

MABEL MCCLURE, formerly supervisor, division of children, Catholic Charities, N. Y., has been appointed county supervisor, division of families, same organization.

BEATRICE MCCONNELL, Harrisburg, Pa., has been appointed director, bureau of women and children, State Department of Labor and Industry, Pa.

LAURA P. MCCUNE, formerly executive secretary, Rock Island (Ill.) Welfare Assn., has been appointed district supervisor, Associated Charities of Pittsburgh, Pa.

LUCY MCMICHAEL, R.N., formerly with the Iowa Tuberculosis Assn., Des Moines, has been appointed superintendent, Visiting Nurse Assn., Council Bluffs, Iowa.

HELEN MEYERS, formerly with the Visiting Nurse Association, Port Chester, N. Y., has been appointed to the itinerant nursing staff, Midwestern Branch, A.R.C.

BERNICE MILLER, formerly health-education secretary, Chicago Y.W.C.A., has been appointed general secretary, Student Y.W.C.A., University of Nebraska.

BETSY MITCHELL, formerly psychiatric social worker, Connecticut Dept. of Health, has been appointed mental health supervisor, District Nursing Service, Manchester, N. H.

KATHERINE MOORE, formerly on the staff of the Charity Organization Society of New York, has been appointed to the staff of the Institute for Child Guidance, New York City.

MADELINE V. MOORE, formerly on the staff of the Family Society of Queens, N. Y., has been appointed to the staff of the Institute for Child Guidance, New York City.

REV. JAMES J. MORRIN has been appointed director of Catholic Charities, Diocese of Omaha, Nebr.

DR. JOSEPH S. NEFF, former director of public health, Philadelphia, and a prominent figure in the organization of Philadelphia's present system of welfare administration, died.

MARGARET NEWMAN has been appointed to school health work, Tridelphia School District, Wheeling, W. Va. (Info. from J.V.S.)

GRACE V. PERRY has been appointed to the child-health education staff, Association for Prevention of Tuberculosis, Washington, D. C. (Info. from J.V.S.)

GLADYS PIPER has been appointed supervising nurse, health unit, Sullivan County, Bluntville, Tenn. (Info. from J.V.S.)

MARGARET REID has been appointed assistant director of Public Health Nursing Service, A.R.C., national headquarters, Washington, D. C.

BERNARD C. ROLOFF has been appointed director, Chicago Polyclinic Medical Center.

FLORENCE C. SANFORD, formerly field secretary of the National Council Church Mission of Help, has been appointed head resident, Williams House, Detroit.

JOSEPHINE SCHAIN has been appointed national director of the Girl Scouts of America, succeeding Jane Deeter Rippin who resigned last summer.

ELINOR SCHINCK, formerly of the Henry Street Visiting Nurse Service, is now in charge of pre-school work, Greenwich House, New York City.

MARY SCHMALZBAUER has been appointed public health nurse, Scott County, Minn.

LOUIS SCHROEDER has been appointed to the staff of the National Recreation Assn. to succeed Curtis E. Harrington as the William E. Harmon secretary on survey of real estate subdivisions. Mr. Schroeder was a member of the faculty of the International Y.M.C.A. at Springfield College for six years, director of plays and games demonstration at the Paris Olympic Games, and senior physical director of the European Y.M.C.A.

IDA GOLDBERG SEGAL, formerly of the Jewish Social Service Assn. of New York, has been appointed executive director of the Jewish Social Service of Newark, N. J.

OLIVER D. SHERMAN has been appointed publicity secretary, Chicago Tuberculosis Institute. This is the position held by Jane Hufford before her untimely death.

CATHERINE SLIMPERT has been appointed district field supervisor, Illinois State Dept. of Health. (Info. from J.V.S.)

ANNA M. SMITH has been appointed staff nurse, Visiting Nurse Assn., Spring Grove, Pa. (Inf. from J.V.S.)

CAPT. R. SNIDER, Salvation Army, formerly stationed at Chicago, is now stationed at Kewanee, Ill.

MARY SPITZFADEN has been appointed staff nurse, Visiting Nurse Assn., Hackensack, N. J. (Info. from J.V.S.)

MARION SPRAGUE has been appointed senior staff nurse, District Nurse Assn., Mt. Kisco, N. Y. (Info. from J.V.S.)

MARY C. SUMNER, formerly on the staff of the Institute for Child Guidance, N. Y., has joined the staff of the mental hygiene unit at Yale University.

CARTER TAYLOR, executive secretary, Harrisburg Welfare Feleration, has been serving temporarily on the staff of the Assn. of Community Chests and Councils, in connection with the chest campaign at Reidsville, N. C.

KATHARINE TUCKER, general director of the National Organization for Public Health Nursing, has been appointed to the New York State Health Commission.

GENEVIEVE K. TYLER, formerly with the Brooklyn Bureau of Charities, has been appointed to the staff of the Welfare Assn., Lawrence, Long Island, N. Y.

CONRAD VAN HYNING has resigned as western representative of the Public Charities Assn. of Pennsylvania.

MARY VAN ZILE has been appointed tuberculosis supervisor, Visiting Nurse Assn., Atlantic City, N. J. (Info. from J.V.S.)

LILLIAN D. WALD has been awarded the honorary degree of Doctor of Laws by Smith College.

H. A. WALDKOENIG, formerly secretary of the Michigan State Conference of Social Work, has been appointed western representative of the Public Charities Assn. of Pennsylvania and secretary of the Pennsylvania State Conference on Social Welfare.

DR. W. FRANK WALKER, who has been field director of the Committee on Administrative Practice, American Public Health Assn., will join the staff of the Commonwealth Fund in January, and will direct a new department of the Fund under which services to child guidance clinics will be continued.

MARIE WALL has been appointed staff nurse, Eastchester Neighborhood Assn., Tuckahoe, N. Y. (Info. from J.V.S.)

CORA WARRENT, formerly assistant director, Public Health Nursing Assn., Rochester, N. Y., has been appointed director of that organization. (Info. from J.V.S.)

LILA WATSON has been appointed executive secretary of the Greater Lansing (Mich.) Visiting Nurse Assn.

MARGARET L. WATT, formerly executive secretary, Social Service League, Burlington, Iowa, has been appointed executive secretary, Family Welfare Bureau, Sioux City, Iowa.

EDNA B. WAUGH, formerly executive secretary, Community Welfare Fund, Irvington, N. J., has been appointed executive secretary, Travelers' Aid, Schenectady, N. Y.

NELDA WEATHERS, formerly director of social service, University Hospital, Indianapolis, has been appointed to a similar position at the Cleveland City Hospital.

LIEUT. R. WEBSTER, Salvation Army, formerly stationed at Ottowa, Ill., is now at Kewanee, Ill.

OLIVE MARIE WHITLOCK has been appointed public-health nurse, Atchison County, Mo.

ALDA WINECOFF, formerly with the Charity Organization Society of New York City, has been appointed to the staff of the social service department, Grasslands Hospital, Valhalla, N. Y.

Conference Elections

The following are the results of state conference elections which were not published in the November Midmonthly.

MAINE CONFERENCE OF SOCIAL WELFARE

President—ROBERT HALE.
Vice-Presidents—FRANK H. HOLLEY; ROSE PEARL DANFORTH.
Secretary—ELIZABETH SPRINGHAM.
Treasurer—ELIZABETH LESLIE.

IOWA CONFERENCE OF SOCIAL WORK

President—EFFIE E. DOAN, Secretary, Family Social Service Bureau, Des Moines.
Vice-Presidents—T. J. CAMPBELL, Attorney, Newton: DR. DALE YODER, Director, School of Commerce, University of Iowa, Iowa City; C. M. ROBERTS, Chairman, Board of Control, Des Moines.
Secretary—DOROTHY TUMY, Secretary, Mahaska County Social Service, Oskaloosa.

WASHINGTON CONFERENCE OF SOCIAL WORK

President—PELAGIUS WILLIAMS, Bellingham.
Vice-Presidents—H. W. ARVIN, Spokane; MRS. ECKSTEIN, Seattle.
Secretary—C. E. LINDQUIST, Tacoma.
Secretary—MARION HATHWAY, Seattle.
The 1931 meeting will be held in Spokane in the early fall.

VERMONT CONFERENCE OF SOCIAL WORK

President—REV. W. J. BROWN, Manchester Center.
Vice-Presidents—MRS. K. R. B. FLINT, Northfield; MRS. H. B. SHAW, Burlington; W. I. MAYO, JR., Westminster.
Secretary—MRS. FRANK S. LOCKE, Springfield.
Treasurer—ADA CRAMPTON, St. Albans.

ARKANSAS CONFERENCE OF SOCIAL WORK

President—MARTHA C. ALLIS.
Vice-President—MRS. MOOREHEAD WRIGHT.
Secretary and Treasurer—RUTH BEEM.

INDIANA CONFERENCE ON SOCIAL WORK

President—CHARLES A. MCGONAGLE, Fort Wayne.
Secretary—W. A. HACKER, Indianapolis.
Chairman, Executive Committee—J. A. BROWN, Indianapolis.

MINNESOTA STATE CONFERENCE OF SOCIAL WORK

President—BLANCHE L. LADU, State Board of Control, St. Paul.
Vice-Presidents — CHARLES F. HALL, Children's Bureau, State Board of Control, St. Paul; PIERCE ATWATER, Community Chest, St. Paul; FLORENCE MONAHAN, State Reformatory for Women, Shakopee.
Secretary—LOUISE E. SCHUTZ, State Industrial Commission, St. Paul.
Treasurer—MRS. ROBBINS GILMAN. Women's Cooperative Alliance, Minneapolis.

UTAH STATE CONFERENCE OF SOCIAL WORK

President—KATE WILLIAMS.
Vice-Presidents—DR. J. A. GEDDES; ELIZABETH MCMECHEN; PROF. JOHN C. SWENSON.
Secretary-Treasurer—CLAIRE SMITH.

MICHIGAN STATE CONFERENCE OF SOCIAL WORK

President—DR. ERNEST B. HARPER, Kalamazoo College, Kalamazoo.
Vice-Presidents—MARY C. HULBERT, Girls' Protective League, Detroit; VICTOR S. WOODWARD, Welfare Union, Grand Rapids, Michigan; KATE H. RANKIN, State Hospital, Traverse City, Michigan.
Treasurer—ALICE R. YONKMAN, Family Service Assn., Grand Rapids.
Executive Secretary—EDITH M. DUDMAN, 306 Assn. of Commerce Bldg., Grand Rapids.

ILLINOIS CONFERENCE OF SOCIAL WORK

President—MARY MURPHY, Chicago.
Vice-President—MARY L. SILVIS, assistant director, Department of Public Welfare.
Secretary—FRANK L. GLICK, Chicago.

NATIONAL CONFERENCE OF CATHOLIC CHARITIES

President—HON. L. IGOE, St. Louis, Mo.
Vice-Presidents—RT. REV. MSGR. F. H. GAVISK, Indianapolis, Ind.; REV. M. J. JUDGE, Hartford, Conn.; REV. C. H. LEBLOND, Cleveland, Ohio: JOHN J. NELLIGAN, Baltimore, Md.; RT. REV. MSGR. GEORGE T. WALSH, Houston, Texas.
Treasurer—THOMAS F. FARRELL, K.S.G., New York City.
Secretary—REV. DR. JOHN O'GRADY, Washington, D. C.

AMERICAN PUBLIC HEALTH ASSOCIATION CONVENTION

President—DR. WILLIAM C. HASSLER, Health Officer of San Francisco.
Vice-Presidents—DR. RAFEL SILVA, Mexico; DR. J. W. S. MCCULLOCH, Toronto; DR. A. H. FLICKWIR, Fort Worth.
Treasurer—LOUIS I. DUBLIN, New York.
Secretary—HOMER N. CALVER, New York.
Chairman, Executive Board—DR. W. S. RANKIN, Charlotte, N. C.
The 1931 meeting will be held in Montreal.

NEW YORK CONFERENCE OF SOCIAL WORK

President—REV. JOHN C. CARR, Diocesan Director, Catholic Charities, Buffalo.
Vice-Presidents—REV. HENRY HUBRARD, Elmira; DR. LEON GOLDRICH, Pleasantville; MARY L. GIBBONS, New York.
Treasurer—GEORGE J. GILLESPIE, New York.
New members Executive Committee—PAUL F. WARBURG, New York; FRANK W. POLLOCK, Buffalo; MARY L. FARRELL, Albany.
Next meeting in November 1931 in Niagara Falls.

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WHEN DOCTORS DISAGREED

(*Continued from page* 315)

supported the Children's Bureau in its development and know its strength, showed a practical grasp from which they refused to be swerved by coercion or criticism or by views which seemed incomplete.

Miss Abbott, as chief of the Children's Bureau and also a member of the Public Health Section Committee on Federal Health Organizations, showed rare courage in presenting her minority report of one in the face of strong opposition. The issue was not a personal one. Many who stood up for the Bureau do not know Miss Abbott, and the discussion rose far above personalities. Courage likewise was shown by Dr. E. L. Bishop, chairman of the Public Health Organization General Committee, and Dr. Haven Emerson, chairman of the subcommittee of which Miss Abbott was a member. They were supporting or stating views as to certain federal administrative procedures of which it is safe to say a great majority of the delegates disapproved. Many Conference members not in the Section on Public Health also courageously expressed their points of view in opposition to those of the Committee. Looking on the scene of controversy one longed for the power to transfer this subject of contention to another time and place, and to listen with open mind to the rest of a public-health program which represents the experience and visioning of many of the best men and women in that field.

That the support of the Children's Bureau was widespread appears in the resolutions favoring a renewal of federal maternity and infancy support under the Children's Bureau and continuance of its child-hygiene work as an integral part of its program. These were adopted by three division executive committees of the Section on the Handicapped, and by at least one such committee in the Section on Medical Service. Later the Division on Dependency and Neglect, in a general session, adopted similar resolutions. At a general meeting of the Division on Governmental Organizations of the Section on the Handicapped it was announced that portions of the division's report in favor of a renewal of federal grants for maternity and infancy work under the Children's Bureau and the retention by the latter of its child hygiene work, had been removed at the request of Dr. Barnard. The reason given was that these were controversial questions and as such should not come before the Conference.

THE President, in his address, read a statement which did not appear in the newspaper reports of what he said. It was to the effect that he hoped controversial issues of a disruptive nature would be kept out of the Conference and taken up at some later time. It was felt that he had in mind the possibility of trouble in connection with the recommendations in regard to the Children's Bureau. It is most regrettable that his hopes and wishes in this regard could not have affected the plans made for the Conference. A meeting or two could have been staged for the presentation of the medical and the social-welfare points of view as to the health service of the Children's Bureau which would have been helpful to better understanding on all sides. To have such a meeting now will be just a little more difficult, because of events here related.

But the meetings in Washington do not give the whole story of the Conference. It cannot be told here. That it could not have been presented as a great harmonious orchestral piece is cause for regret. But it never would have done to approve certain steps in haste and then to have regretted the action until the next White House Conference ten years hence. The delegates who had not served on committees seemed to be puzzled as to just what they were supposed to do. The Conference had not been planned so as to permit participation in a creative

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way. One observing member said they were the finest body of unemployed in the United States.

Dr. Samuel McC. Hamill, in his Section on Medical Service with three main divisions, will make his final report next spring. But the published interim report and the one he read at the very last meeting, and the reports which various of his chairmen read or discussed, are considered great contributions to medical science.

They are destined to affect the whole field of children's medicine with lasting good for the entire country. It was the comment of an eminent physician that this section has opened a new era in terms of nutrition, pre-natal and maternal care, and medical care. Dr. Hugh S. Cumming, whose section report caused the excitement, presented through his division chairmen a fine picture of what public health means—how it must be developed in the nation at large, in the several states, and in the urban and rural local units. Here there was emphasized the vast possibilities in prevention of sickness and death, and the elemental need for properly trained personnel to accomplish this.

THE Section on Education and Training, under the chairmanship of F. J. Kelly, Ph.D., opened up many new and valuable lines of thought and action. Its stressing of parental education, the functions and importance of the family; a socialized educational program for children of all ages reaching far into the fields of vocational guidance; mental hygiene; recreation and physical education will affect many plans in these fields. The portions dealing with special classes—general youth activities, as well as the infant and preschool child, and the handicapped, call for some further harmonizing with practices recommended in other section reports. But the reports of this Section as a whole are inspiring and well in advance of the social thinking of our time.

The Section on the Handicapped: Prevention, Maintenance, Protection, C. C. Carstens, Ph.D., as chairman, presented four division reports: (a) national, state and local organizations, (b) physically and mentally handicapped, (c) dependency and neglect, (c 2) delinquency. These reports give a great deal of that social philosophy which should profoundly influence the activities of the other sections. All four may be said to create new points of view—this is especially true of the portions dealing with dependency, neglect, and delinquency.

We now come to the final meeting. All four general chairmen gave reports summarizing the high points in the findings of their committees. Their statements, along with the revised general section reports, will form the blocks of solid information which it is hoped are to find their way into the thinking of the people—professional and lay. There is a wealth of data in the subcommittee reports which is still to be made public. The reports of Dr. Kelly and Dr. Carstens were inspiring—they dealt with material which fires one easily. Dr. Hamill read an impressive report. Dr. Cumming omitted the contentious recommendations. The reports were adopted unanimously—the delegates were evidently happy. Here were things about which we could be enthusiastic. Here were sailing charts, with all of the fundamentals carefully noted. We must keep our eye on these charts.

Then suddenly the great hall seemed to be in a flutter with Girl Scouts handing out mimeographed sheets of paper. Secretary Wilbur, who was presiding, conveyed the impression that these were "superfindings" and to be so announced to the nation. They appeared in the newspapers shortly after the meeting adjourned. Their authorship is mooted.

These very last nineteen findings were admittedly hastily prepared. Seven relate to health, four to education, two to play, one to child labor, one to behavior, one to monetary relief, one to dependency and neglect, one to rural conditions, and one to the child in his own (*Continued on page* 351)

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THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. George K. Pratt, assistant medical director; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. 200 pamphlets on various aspects of mental hygiene. A complete list of publications sent upon request. "Mental Hygiene", quarterly, $3.00 a year; "Mental Hygiene Bulletin", monthly, free with magazine subscription or separately $1.00 a year.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.— 370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

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NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS — Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

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WORKER'S EDUCATION BUREAU OF AMERICA — A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 1440 Broadway, New York City. Spencer Miller, Jr.,, Secretary.

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK— Richard C. Cabot, president, Boston; Howard R. Knight, secretary, 277 E. Long St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-eighth annual convention of the Conference will be held in Minneapolis, June 14-20, 1931. Proceedings are sent free of charge to all mebers upon payment of a membership fee of five dollars.

Child Welfare

ASSOCIATED GUIDANCE BUREAU, INC.—One East Fifty-Third Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Work includes consultation and home service with behavior maladjustments of children, adolescents, and young adults. For information address Jess Perlman, Director.

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NATIONAL CHILD LABOR COMMITTEE— Courtenay Dinwiddie, General Secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

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NATIONAL COUNCIL OF JEWISH WOMEN— 625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Service for Foreign Born. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman; Cecilia Razovsky, Secretary.

Department of Farm and Rural Work, Mrs. Abraham H. Arons, Chairman; Mrs. Elmer Eckhouse, Secretary. Program of education, recreation, religious instruction and social service work for rural communities.

THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES — 347 Madison Avenue, New York City. Composed of 360 elected representatives from local Y.M.C.A's. Maintains a staff of 135 secretaries serving in the United States and 142 secretaries at work in 32 foreign countries. Francis S. Harmon, President; Adrian Lyon, Chairman, General Board; Fred W. Ramsey, General Secretary.

William E. Speers, Chairman Home Division. R. E. Tulloss, Chairman Personnel Division. Thomas W. Graham, Chairman Student Division. Wilfred W. Fry, Chairman Foreign Committee.

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(*Continued from page* 349) family. The great social and economic fundamentals were ignored. These should have sounded the final trumpet note.

Insufficient income and lack of wages due to underemployment and unemployment, industrial accidents and diseases call for prevention. They also call for a distribution of their burdens over large numbers of people by the application of the insurance principle. Progress over the whole field of child welfare is determined by conditions of labor and the inescapable factors of food, shelter, clothing, and leisure. The study and prevention of mental ill health, with special emphasis on the need for psychiatric treatment of juvenile delinquents, was not referred to.

All that is involved in the 70,000 children of unmarried parents born last year and in the 250,000 children in foster institutions and families was summed up in the vague and unforgivable line, "Every waif and orphan in need must be supported." There is no note of prevention here; no sign that social thinking in this country has gone far beyond tolerating the conditions creating waifs and orphans. No recommendation appears for accurate national social statistics or for the special racial groups which for the first time entered the arena of a White House Conference. A wealth of golden material was available—but it does not appear in its vast reaches in the last fluttering "white sheets."

UNEMPLOYMENT

(*Continued from page* 325)

undertaken to guarantee the rent of tenants who are recommended by accredited welfare agencies. Two large railroad systems with headquarters in Chicago, the Rock Island and the Northwestern, have announced independent relief measures for their employes. Men who are working will be called on to contribute to a fund for the assistance of those who are laid off, the fund to be administered by a joint board representing both employes and the company.

AFTER an initial burst of confusion, New York's efforts for emergency relief of the unemployed have settled down into two fairly clear lines of activity with a sharp cleavage between private and public agencies. The Welfare Council has formed a Coordinating Committee of One Hundred, headed by former Governor Alfred E. Smith, with an executive committee of the heads of the chief family-welfare societies. The main job of this group is to tie individual private-agency activities into the program of the Emergency Employment Committee with its $6,000,000 work fund, to discourage the hysterical multiplication of breadlines and to check the flood of incomers from other cities who constitute, according to reliable observers, some 70 per cent of the breadliners.

The city is running its own relief program without benefit of private agencies. A police canvass of the tenement districts flushed up some 45,000 families who admitted the need for help. With funds raised by a voluntary levy on the pay of city employes, Mayor Walker and his cabinet are undertaking to supply regularly to a considerable number of these families packages of food designed to feed four persons for a week. The distribution system, which is through police stations, creaked and groaned before it got under way, but the Mayor now says that it is satisfactory.

A TELEGRAPHIC inquiry by the National Association of Travelers Aid Societies to 126 cities brought forth a unanimous wail that the Societies are swamped by the migrations of the jobless, that it is impossible to find work anywhere for transients, and that their drift from one community to another intensifies local difficulties and brings fresh grief to the individual. "The kindest advice that can be given men and women out of work," says the Association, "is to remain in the home town where there is the best chance to get work or to secure relief. The resources that come from residence are not available to drifters into strange communities."

WITH two thousand homeless men crowding every night into its emergency shelter, the Salvation Army in Chicago sensed the danger of the spread of contagious disease, especially smallpox. Physicians have volunteered their services for the late afternoon hour when the shelter opens and the line of men now pass before the doctors before they are admitted. The Bowery Y.M.C.A. in New York has two fourth-year medical students resident in its building who examine every first-night man and call in outside doctors when alarming symptoms are observed. The New York Municipal Lodging House tries to give each man a physical examination, but with twenty-five hundred lined up each night for admission and with only two doctors on duty, the examination becomes little more than a review of marching men.

FROM the United Hospital Fund of New York, which includes in its membership fifty-seven non-municipal hospitals, comes a story of decreasing income and increasing expense that may reflect a dilemma that hard times will bring to hospitals throughout the country. On the basis of figures from thirty-six of these hospitals for the first eight months of the year, it is estimated that there has been an increase of about 10 per cent in the demand for free or partly free care, in contrast to the same period a year ago, while earnings from pay and partly-pay patients showed a (*Continued on page* 352)

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The entry of the United States into the World Court as an aid to substituting law for war, and a Consultative Pact to *implement* the Kellogg Pact are other immediate aims of the Women's International League.

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(*Continued from page* 351) considerable decrease. Decreases in earnings ranged from 1 to 22 per cent; increases in maintenance expenditures from 1 to 21 per cent. Presbyterian Hospital, for example, cared for approximately the same number of patients in the first eight months of 1930 as in the corresponding period in 1929, but this year its collections from them show a decrease of 13½ per cent. Mt. Sinai Hospital reports that a large proportion of the requests for free care come from people who usually pay but now are unemployed or working only part time.

COMMUNICATIONS

(*Continued from page* 344)

and professional "social workers," you now turn your divine inspiration upon the eternal currency question—the "Riddle of the Sphinx." You slowly glimpse the terrific havoc caused by a lack of government *cash*. But you cannot admit so trite a truth. That would be lese majeste to your patrons—all buzzards, living upon the unearned increment of a false gold fisc. Here is a dilemma, indeed. What's to be done?

I find you have solved (?) the embarrassing puzzle by filling your indecent magazine with thousands of "ems" concerning "credit unions"—whatever they are. There is yet time, forsooth, to save the world for the rotten gold standard, WHICH AUTOMATICALLY ENRICHES THE IDLE AND AUTOMATICALLY IMPOVERISHES THE INDUSTRIOUS!

You proceed to fill your advertising space with copy about usurious loan companies, such as the execrable "Morris Plan"; whereas your reading matter throws oil upon the troubled waters by assuring your asinine clientele that all is well so long as "The Survey" is at the helm and the "credit (debt) union" has arrived to save us. Oh, yeah!!

Did your funny mag. ever say a single word against "interest"? Don't you even know that "interest" and usury ARE ONE AND THE SAME? Consistency, thou *art* a jewel!

Well, you go *your* way, and, if you don't mind, I'll go mine, and it won't be the way of advocating toy, imitation banks for the working people. So long as the world has "credit," so long will it have debt, and so long as it has debt, not a single one of the horrendous social evils listed upon this letter-head will abate in the least! So much for the wisdom of a prostituted, typical publication located in Babylon, The GREAT WHORE—New York City!

FRANKLIN HOPKINS
Monetary Ethicist, Author of the Mistake of Man

So Say We All of Us

TO THE EDITOR: In the Midmonthly Survey for October under The Truth, the Whole Truth? J. Prentice Murphy gave us not only the Veritas but the "Lux et Veritas," and for this, I for one am profoundly grateful. Theoretically perhaps the question ought not to be raised, but practically we know that in some form or other it is raised many times, and since it is, how fortunate that we can have the quality of statements you published in October. It was good to get the truth, but I found a special satisfaction in the "light" which Mr. Murphy produced. Social work, practiced in line with the fundamental attitude he displayed, would work a mighty change in many agencies all over the land. If we can have more of this sort of thing in The Survey, it will be appreciated I am sure.

CHENEY JONES
Superintendent, New England Home for Little Wanderers

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